Rules + Notification
DTE

झारखण्ड सरकार

उच्च एवं तकनीकी शिक्षा विभाग

योजना भवन, डोरंडा, रांची

संख्या :HTESDSec3/05-4/2020/HTESD–173 दिनांक:-19.02.2024

अधिसूचना

राज्य के उच्च एवं तकनीकी शिक्षा विभाग अंतर्गत तकनीकी शिक्षा निदेशालय, तकनीकी शिक्षण संस्थानों में नियुक्ति, प्रोन्नति एवं प्रतिनियुक्ति हेतु भर्ती एवं सेवा शर्तों के लिए नियमावली:

'भारत का संविधान' के अनुच्छेद 309 के परन्तुक के अधीन प्रदत्त शक्तियों का प्रयोग करते हुए झारखण्ड राज्यपाल निम्नलिखित नियमावली बनाते हैं:

झारखण्ड तकनीकी शिक्षा सेवा नियमावली, 2024

खण्ड – I

1. **संक्षिप्त नाम, विस्तार और प्रारंभ:**
   - (क) यह नियमावली **"झारखण्ड तकनीकी शिक्षा सेवा नियमावली, 2024"** कही जायेगी।
   - (ख) इसका विस्तार सम्पूर्ण झारखण्ड राज्य में होगा।
   - (ग) यह उस तिथि से प्रवृत होगी जो राज्य सरकार के झारखण्ड राजपत्र में अधिसूचना द्वारा नियत करे|

2. **(1) परिभाषाएं-** इस नियमावली में जब तक कि संदर्भ से अन्यथा अपेक्षित न हो-
   - (क) **"आयोग"** से अभिप्रेत है **झारखण्ड लोक सेवा आयोग।**
   - (ख) **"चयन समिति"** से अभिप्रेत है विनिर्दिष्ट सदस्यों से मिलकर सरकार/ झारखण्ड लोक सेवा आयोग (जो भी लागू हो) द्वारा निर्धारित चयन समिति ।
   - (ग) **"निदेशालय"** से अभिप्रेत है **तकनीकी शिक्षा निदेशालय।**
   - (घ) **"नियुक्ति प्राधिकार"** से अभिप्रेत है- राज्य सरकार|
   - (ङ) **"पदोन्नति समिति"** से अभिप्रेत है विनिद्रिष्ट सदस्यों से मिलकर झारखण्ड लोक सेवा आयोग द्वारा निर्धारित पदोन्नति समिति।
   - (च) **"परिषद्"** से अभिप्रेत है **अखिल भारतीय तकनीकी शिक्षा परिषद् (AICTE)।**
   - (छ) **"वर्ष के अंदर रिक्ति"** से अभिप्रेत है सेवा में नए पदों के सृजन, सेवा-निवृत्ति, मृत्यु, सेवा से हटाये जाने और पदच्युत किए जाने के फलस्वरूप 01 जनवरी को उपलब्ध रिक्ति।
   - (ज) **"विभाग"** से अभिप्रेत है **उच्च एवं तकनीकी शिक्षा विभाग, झारखण्ड ।**
   - (झ) **"विश्वविद्यालय"** से अभिप्रेत है **झारखण्ड प्रौद्योगिकी विश्वविद्यालय, राँची ।**
   - (ञ) **"राज्यपाल"** से अभिप्रेत है **झारखण्ड राज्य के राज्यपाल ।**
   - (ट) **"सरकार"** से अभिप्रेत है **झारखण्ड सरकार।**

(ठ) **"सीधी नियुक्ति"** से अभिप्रेत है **झारखण्ड लोक सेवा आयोग द्वारा की जाने वाली अनुशंसा पर नियुक्ति ।**

(ड) **"सेवा"** से अभिप्रेत है **झारखण्ड तकनीकी शिक्षा सेवा ।**

(ढ) **"सेवा का सदस्य"** से अभिप्रेत है **तकनीकी शिक्षा निदेशालय के तकनीकी पदाधिकारी, राजकीय अभियंत्रण महाविद्यालय एवं राजकीय पोलिटेकनिक संस्थानों के शिक्षक (पुस्तकाध्यक्ष एवं शारीरिक शिक्षा के पद सहित) ।**

(ण) **"संकाय सदस्य"** से अभिप्रेत है **राजकीय अभियंत्रण महाविद्यालय के प्राध्यापक, सह-प्राध्यापक एवं सहायक प्राध्यापक तथा राजकीय पोलिटेकनिक संस्थानों के व्याख्याता एवं विभागाध्यक्ष।** संकाय सदस्यों में अभियंत्रण महाविद्यालय तथा राजकीय पोलिटेकनिक संस्थानों के पुस्तकाध्यक्ष संकाय के पदधारक तथा अभियंत्रण महाविद्यालय के शारीरिक शिक्षा के पदधारक होंगे।

(त) **"संविदा पर कार्यरत शिक्षक"** से अभिप्रेत है, विभाग अंतर्गत संचालित अभियंत्रण संस्थानों में Technical Education Quality Improvement Program (TEQIP) परियोजना अंतर्गत चयनित संविदा शिक्षक या वर्ल्ड बैंक परियोजना अंतर्गत चयनित संविदा शिक्षक या विभाग द्वारा अन्य किसी माध्यम से चयनित संविदा शिक्षक।

(2) झारखण्ड तकनीकी शिक्षा सेवा राज्य सेवा संवर्गीय होगी। सेवा के सभी सदस्य सरकार के नियंत्रणाधीन रहेंगे।

(3) सेवा का गठन, निम्नलिखित एवं पृथक् समूह/शाखा से होगा:-

(क) तकनीकी शिक्षा निदेशालय हेतु संवर्गीय संरचना : संवर्ग में निम्नलिखित पद होंगे

क्र०सं०	पदनाम	प्रवेश वेतन (रू०)	लेवल	नियुक्ति की पद्धति
1	सहायक निदेशक	68,900	11	प्रतिनियुक्ति
2	उप निदेशक	1,31,400	13ए1	प्रतिनियुक्ति
3	संयुक्त निदेशक	1,44,200	14	प्रतिनियुक्ति
4	निदेशक	1,44,200 + 5 Increments	14	सीधी भर्ती **(Annexure 1 & 4)**

टिप्पणी:- संयुक्त निदेशक, उप निदेशक एवं सहायक निदेशक के सावधिक पद पर प्रतिनियुक्ति विभागीय चयन समिति की अनुशंसा पर राज्य सरकार द्वारा की जायेगी।

(ख) राजकीय अभियंत्रण महाविद्यालय हेतु संवर्गीय संरचना : संवर्ग में निम्नलिखित पद होंगे :-

क्र०सं०	पदनाम	प्रवेश वेतन (रू०)	लेवल	नियुक्ति/प्रोन्नति की पद्धति
1	कार्यशाला अधीक्षक	57,700	10	सीधी भर्ती **(Annexure 2 & 4)**
2	सहायक प्राध्यापक	57,700	10	सीधी भर्ती **(Annexure 2 & 4)**
3	सहायक प्राध्यापक (वरिष्ठमान)	68,900	11	प्रोन्नति **(Annexure 5)**
4	सहायक प्राध्यापक (चयन ग्रेड)	79,800	12	प्रोन्नति **(Annexure 5)**

5	सह-प्राध्यापक	1,31,400	13ए1	प्रोन्नति/ सीधी भर्ती **(Annexure 2 & 4/ Annexure 5)**
6	प्राध्यापक	1,44,200	14	प्रोन्नति/ सीधी भर्ती **(Annexure 2 & 4/ Annexure 5)**
7	निदेशक	1,44,200 (With special allowance of Rs. 6,750/- per month)	14	सीधी भर्ती **(Annexure 2 & 4)**
8	सहायक पुस्तकाध्यक्ष	57,700	10	सीधी भर्ती **(Annexure 2 & 4)**
9	सहायक निदेशक – शारीरिक शिक्षा	57,700	10	सीधी भर्ती **(Annexure 2 & 4)**

(ग) राजकीय पोलिटेकनिक संस्थान हेतु संवर्गीय संरचना : संवर्ग में निम्नलिखित पद होंगे :-

क्र०सं०	पदनाम	प्रवेश वेतन (रू०)	लेवल	नियुक्ति की पद्धति
1	कार्यशाला अधीक्षक	56,100	9ए	सीधी भर्ती **(Annexure 3 & 4)**
2	कार्यशाला अधीक्षक*	57,700	10	प्रोन्नति/ सीधी भर्ती **(Annexure 3 & 4/ Annexure 7)**
3	व्याख्याता	56,100	9ए	सीधी भर्ती **(Annexure 3 & 4)**
4	व्याख्याता*	57,700	10	प्रोन्नति/ सीधी भर्ती **(Annexure 3 & 4/ Annexure 7)**
5	व्याख्याता (वरिष्ठमान)	68,900	11	प्रोन्नति **(Annexure 7)**
6	व्याख्याता (प्रवरण ग्रेड-I)	79,800	12	प्रोन्नति **(Annexure 7)**
7	व्याख्याता (प्रवरण ग्रेड-II)	1,31,400	13ए1	प्रोन्नति **(Annexure 7)**
8	विभागाध्यक्ष	1,31,400	13ए1	सीधी भर्ती **(Annexure 3 & 4)**
9	प्राचार्य	1,31,400 (With the special allowance of Rs. 4,500/- per month)	13ए1	50% सीधी भर्ती/ 50%प्रोन्नति **(Annexure 3 & 4/ Annexure 7)**
10	सहायक पुस्तकाध्यक्ष	56,100	9ए	सीधी भर्ती **(Annexure 2 & 4)**

* प्रासंगिक क्षेत्र में स्नातक तथा निष्णात डिग्री होना आवश्यक है एवं दोनों में से किसी एक में प्रथम श्रेणी होना अनिवार्य है।

टिप्पणियाँ:

I. राजकीय पोलिटेकनिक संस्थान हेतु संवर्गीय संरचना के क्रम सं० (01), (02), (03) तथा (04) की नियुक्ति एक साथ की जायेगी। यह संवर्ग राज्य स्तरीय सेवा संवर्गीय होगा। संविदा के आधार पर कार्यरत व्यक्ति इस संवर्ग के सदस्य नहीं समझे जायेंगे।

II. अभियंत्रण महाविद्यालयों के सहायक प्राध्यापक, सह-प्राध्यापक एवं प्राध्यापक तथा राजकीय पोलिटेकनिक के व्याख्याता की सीधी भर्ती से भरे जाने वाले पदों की सृजित संख्या AICTE द्वारा विहित छात्र-शिक्षक अनुपात में होगी।

III. अभियंत्रण महाविद्यालयों में निदेशक द्वारा यांत्रिकी/उत्पाद शाखा के सह-प्राध्यापक को तथा राजकीय पोलिटेकनिक में प्राचार्य द्वारा यांत्रिकी शाखा के वरीयतम व्याख्याता को कम शिक्षण कार्य-बोझ के साथ कर्मशाला अधीक्षक का दायित्व सौंपा जा सकेगा।

IV. पोलिटेकनिक संस्थान के ऐसे पदधारक संकाय सदस्य/प्राचार्य जो छठे वेतन आयोग के अनुसार रू० 10000/- के AGP में हैं, का वेतन सातवे वेतन आयोग द्वारा अनुशंसित वेतन मैट्रिक्स के लेवल 14 समनुरुपी उपयुक्त सेल में किया जायेगा ।

V. प्रशिक्षण और नियोजन अधिकारी के लिए अर्हताएं -

(क) प्रशिक्षण और नियोजन अधिकारी की अर्हताएं, सेवा शर्ते तथा वेतनमान इंजीनियरी और प्रौद्योगिकी अथवा संबंधित तकनीकी कार्यक्रम में प्राध्यापक के समान होंगे।

(ख) संस्थान के किसी एक प्राध्यापक को चक्रानुक्रम के आधार पर प्रशिक्षण और नियोजन अधिकारी का अतिरिक्त उत्तरदायित्व सौंपा जाएगा।

(ग) यदि प्राध्यापक उपलब्ध नहीं है, तो सह प्राध्यापक/सहायक प्राध्यापक की इस पद के लिए पहचान की जा सकेगी।

खण्ड - II भर्ती

3. **(1) भर्ती का स्रोत**: झारखण्ड तकनीकी शिक्षा सेवा के सदस्यों की भर्ती/प्रतिनियुक्ति निम्नलिखित रीति के अनुसार की जायेगी-

(क) तकनीकी शिक्षा निदेशालय

(i) **निदेशक, तकनीकी शिक्षा निदेशालय** के तीन वर्षों का सावधिक एकल पद आयोग की अनुशंसा पर सरकार के द्वारा भरा जायेगा। विशेष परिस्थिति में सरकार चाहे तो कार्य निष्पादन एवं दक्षता के आधार पर अधिकतम एक (01) वर्ष के लिए अवधि-विस्तार प्रदान कर सकती है।

निदेशक का पद रिक्त रहने की स्थिति में निदेशक, तकनीकी शिक्षा निदेशालय के पद पर सरकार द्वारा संयुक्त सचिव से अन्युन्य स्तर के पदाधिकारी का पदस्थापन किया जा सकेगा।

(ii) **संयुक्त निदेशक, उप निदेशक एवं सहायक निदेशक** के तीन वर्ष का सावधिक पद विभागीय चयन समिति की अनुशंसा पर सरकार द्वारा प्रतिनियुक्ति द्वारा भरा जाएगा। उप निदेशक एवं सहायक निदेशक के पद पर प्रतिनियुक्त पदाधिकारियों की प्रतिनियुक्ति के समय अधिकतम उम्र सीमा 50 वर्ष से अधिक

नहीं होगी | संयुक्त निदेशक के पद पर प्रतिनियुक्त पदाधिकारियों की प्रतिनियुक्ति के समय अधिकतम उम्र सीमा 55 वर्ष से अधिक नहीं होगी |

टिप्पणियाँ:

I. उपरोक्त नियम-3 के उपनियम (क) (ii) में वर्णित सावधिक (तीन वर्ष) पद पर कार्यरत पदाधिकारी के कार्य निष्पादन एवं दक्षता के आधार पर अधिकत्तम एक (01) वर्ष के लिए अवधि विस्तार दिया जा सकेगा।

II. उपरोक्त नियम-3 के उपनियम (क) (ii) में वर्णित पदों पर नियुक्ति हेतु सेवा अवधि पूर्ण कर चुके पदाधिकारी, पुनः आवेदन कर सकेंगे

(ख) राजकीय अभियंत्रण महाविद्यालय

(i) **निदेशक**, राजकीय अभियंत्रण महाविद्यालय के पाँच वर्ष के सावधिक पद को आयोग की अनुशंसा पर सरकार के द्वारा सीधी भर्ती के माध्यम से भरा जाएगा।

टिप्पणियाँ :

I. संस्थान के निदेशक पूर्णकालीन संकाय के होंगे, जिनका चयन AICTE द्वारा समय-समय पर यथा निर्धारित योग्यता एवं अर्हता के आधार पर सम्यक प्रक्रिया के अनुरूप किया गया हो।

II. यह पद 05 वर्ष लिए संविदात्मक प्रकृति का होगा तथा कार्य निष्पादन एवं दक्षता के आधार पर इसे एक और अवधि के लिए बढ़ाया जा सकेगा।

III. अंतिम अवधि के समाप्ति के उपरांत, पदधारक अपने उस पूर्व पदनाम में अपने मूल संगठन में वापस पदभार ग्रहण कर लेगा, जहाँ वह प्राध्यापक/वरिष्ठ प्राध्यापक, जैसा कि मामला हो, के रूप में कार्यरत था।

(ii) **प्राध्यापक, सह-प्राध्यापक एवं सहायक प्राध्यापक** के पद को आयोग की अनुशंसा पर सरकार के द्वारा सीधी भर्ती द्वारा भरा जाएगा।

(iii) **कार्यशाला(कर्मशाला) अधीक्षक** के पद को आयोग की अनुशंसा पर सरकार के द्वारा सीधी भर्ती द्वारा भरा जाएगा। कार्यशाला अधीक्षक का पद सहायक प्राध्यापक के संवर्ग का होगा।

(ग) राजकीय पोलिटेकनिक

(i) **प्राचार्य**, राजकीय पोलिटेकनिक, के सीधी भर्ती द्वारा भरा जाने वाले पद आयोग की अनुशंसा पर सरकार के द्वारा भरा जाएगा। प्राचार्य, राजकीय पोलिटेकनिक, के प्रोन्नति द्वारा भरे जाने वाले पद प्रोन्नति समिति की अनुशंसा पर सरकार के द्वारा भरा जाएगा। यह पद पाँच वर्षों का सावधिक पद होगा।

टिप्पणियाँ :

I. संस्थान के प्राचार्य पूर्णकालीन संकाय के होंगे, जिनका चयन AICTE द्वारा समय- समय पर यथा निर्धारित योग्यता एवं अर्हता के आधार पर सम्यक प्रक्रिया के अनुरूप किया गया हो।

II. यह पद 5 वर्ष लिए संविदात्मक प्रकृति का होगा तथा कार्य निष्पादन एवं दक्षता के आधार पर इसे एक और अवधि के लिए बढ़ाया जा सकेगा तथा इस अवधि को पूर्ण करने के उपरांत पदधारक अपने उस मूल संगठन में पूर्व पदनाम पर पुनः पदभार ग्रहण करेगा, जहाँ से वह नियुक्त हुआ था।

(ii) **विभागाध्यक्ष, व्याख्याता एवं कार्यशाला (कर्मशाला) अधीक्षक** के पद को आयोग की अनुशंसा पर सीधी भर्ती द्वारा भरा जाएगा। कार्यशाला अधीक्षक का पद व्याख्याता के संवर्ग का होगा।

(2) प्रत्येक वर्ष किसी समूह/शाखा के संवर्ग में रिक्तियाँ जिसे सीधी भर्ती अथवा प्रतिनियुक्ति द्वारा भरी जाएगी, की संख्या के संबंध में सरकार द्वारा विनिश्चय किया जाएगा।

<u>खण्ड- III पात्रता का मापदंड</u>

4. **(1) अर्हता एवं अनुभव :**

(क) तकनीकी शिक्षा निदेशालय

(i) **निदेशक**, तकनीकी शिक्षा निदेशालय का सावधिक (तीन वर्ष) एकल पद आयोग की अनुशंसा पर सीधी भर्ती द्वारा राज्य/केंद्र सरकार द्वारा संचालित अभियंत्रण महाविद्यालय/राजकीय अभियंत्रण महाविद्यालय के प्राचार्यों/प्राध्यापकों/राजकीय प्रौद्योगिकी विश्वविद्यालय में कार्यरत प्राध्यापकों (तकनीकी विषय)/ विश्वविद्यालय/महाविद्यालय, राष्ट्रीय प्रयोगशाला अथवा अन्य वैज्ञानिक/वृत्तिक संगठन जैसे CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT or PSUs आदि में प्राध्यापक अथवा समकक्ष के रूप में नियमित सेवा में कार्यरत प्राध्यापक/समकक्ष स्तर के कर्मियों में से भरा जाएगा। इस पद के लिए विस्तृत अर्हता एवं अनुभव Annexure 1 & 4 में अंकित है।

(ii) **संयुक्त निदेशक** के सावधिक एकल पद (तीन वर्ष), इंजीनियरिंग/विज्ञान विषयों से झारखण्ड राज्य/केंद्र सरकार द्वारा संचालित अभियंत्रण महाविद्यालय के प्राध्यापक, राजकीय पोलिटेकनिक संस्थान के प्राचार्य स्तर के कर्मियों को विभागीय चयन समिति की अनुशंसा पर सरकार द्वारा प्रतिनियुक्ति द्वारा भरे जायेंगे।

(iii) **उप निदेशक** का सावधिक पद (तीन वर्ष), इंजीनियरिंग या विज्ञान विषयों से झारखण्ड राज्य/केंद्र सरकार द्वारा संचालित अभियंत्रण महाविद्यालय के सह-प्राध्यापक या राजकीय पोलिटेकनिक के विभागाध्यक्ष/ व्याख्याता (प्रवरण ग्रेड-II) स्तर के कर्मियों को विभागीय चयन समिति की अनुशंसा पर सरकार द्वारा प्रतिनियुक्ति द्वारा भरे जायेंगे।

(iv) **सहायक निदेशक** के सभी सावधिक पद (तीन वर्ष), राज्य/केंद्र सरकार द्वारा संचालित अभियंत्रण महाविद्यालय के सहायक प्राध्यापक (वरिष्ठमान) या राजकीय पोलिटेकनिक के व्याख्याता (वरिष्ठमान), स्तर के कर्मियों को विभागीय चयन समिति कीअनुशंसा पर सरकार द्वारा प्रतिनियुक्ति द्वारा भरे जायेंगे|

(ख) राजकीय अभियंत्रण महाविद्यालय:

(i) **निदेशक,** राजकीय अभियंत्रण महाविद्यालय का पाँच वर्ष के सावधिक पद पर सीधी भर्ती हेतु अभ्यर्थी को अभियंत्रण महाविद्यालय के निदेशक पद के लिए AICTE द्वारा समय-समय पर अधिसूचित एवं सरकार द्वारा यथा अंगीकृत अर्हता एवं अनुभव होने चाहिए।

(ii) **प्राध्यापक, सह-प्राध्यापक एवं सहायक प्राध्यापक** के पदों पर सीधी भर्ती हेतु अभ्यर्थी को, समय-समय पर अभियंत्रण महाविद्यालय के प्राध्यापक, सह-प्राध्यापक एवं सहायक प्राध्यापक के लिए AICTE द्वारा अधिसूचित एवं राज्य सरकार द्वारा यथा अंगीकृत अर्हता एवं अनुभव होने चाहिए।

(iii) **कार्यशाला (कर्मशाला) अधीक्षक** की प्रारंभिक भर्ती सहायक प्राध्यापक के समान होगी तथा अर्हता यांत्रिकी/उत्पाद इंजीनियरिंग के सहायक प्राध्यापक के समान होगी।

<u>टिप्पणी</u>:- उपरोक्त वर्णित अभियंत्रण महाविद्यालय के पदों में सीधी भर्ती हेतु न्यूनतम अर्हता Annexure 2 के अनुरूप होंगे।

(ग) राजकीय पोलिटेकनिक:

(i) **प्राचार्य,** राजकीय पोलिटेकनिक के पाँच वर्ष का सावधिक पद पर सीधी भर्ती हेतु अभ्यर्थी को समय-समय पर AICTE द्वारा अधिसूचित एवं राज्य सरकार द्वारा अंगीकृत अर्हता एवं अनुभव होने चाहिए।

(ii) **विभागाध्यक्ष** पद पर सीधी भर्ती हेतु अभ्यर्थियों को समय-समय पर AICTE द्वारा अधिसूचित एवं राज्य सरकार द्वारा अंगीकृत अर्हता एवं अनुभव होने चाहिए।

(iii) **व्याख्याता स्तर** 9A **तथा** 10 के पद पर सीधी भर्ती हेतु अभ्यर्थियों को समय-समय पर AICTE द्वारा अधिसूचित एवं राज्य सरकार द्वारा अंगीकृत अर्हता एवं अनुभव होने चाहिए।

(iv) **कार्यशाला (कर्मशाला) अधीक्षक स्तर** 9A **तथा** 10 की प्रारंभिक भर्ती व्याख्याता के समान होगी तथा अर्हता यांत्रिकी/उत्पाद इंजीनियरिंग के व्याख्याता के समान होगी।

<u>टिप्पणी</u>: उपरोक्त वर्णित पोलिटेकनिक संस्थान के पदों में सीधी भर्ती हेतु न्यूनतम अर्हता Annexure 3 के अनुरूप होंगे।

स्पष्टीकरण: किसी पद के लिए यदि AICTE के द्वारा अर्हता, अनुभव एवं सेवा-शर्तों में परिवर्तन किया जाता है, तो विभाग द्वारा उसे अंगीकृत करने के पश्चात् ही वह इस नियमावली का भाग बन सकेगा।

(2) प्रक्रिया:

(क) सेवा के किसी पद पर सीधी भर्ती सरकार, आयोग की अनुशंसा के आधार पर करेगी। सीधी भर्ती हेतु निम्नलिखित प्रक्रिया निर्धारित की जाती है:

(i) विभाग प्रत्येक वर्ष की 01 जनवरी की स्थिति के आधार पर रिक्तियों की गणना करेगी।

(ii) उक्त रूप से परिगणित रिक्तियों का रोस्टर क्लियरेंस कराकर आरक्षण कोटिवार अधियाचना झारखण्ड लोक सेवा आयोग को 28/29 फरवरी तक भेज देंगे ।

(iii) झारखण्ड लोक सेवा नियुक्ति की अनुशंसा अधियाचित पद के विरुद्ध मेधा के अनुसार करेगी|

(ख) किसी उम्मीदवार या उम्मीदवारों द्वारा निर्धारित समय-सीमा के अन्दर योगदान नहीं देने या अन्य कारणों से रिक्तियां नहीं भरी जा सकने की स्थिति में ऐसी रिक्तियां अगली अधियाचना के लिए अग्रणीत की जाएगी|

(ग) विभागीय चयन समिति, विभागीय अपर मुख्य सचिव/प्रधान सचिव/सचिव की अध्यक्षता में गठित होगी जिसमें निदेशक, तकनीकी शिक्षा (सदस्य), कार्मिक, प्रशासनिक सुधार तथा राजभाषा विभाग के द्वारा मनोनीत अनुसूचित जाति/जनजाति के प्रतिनिधि जो संयुक्त सचिव से अन्यून हो (सदस्य) तथा उच्च एवं तकनीकी विभाग के स्थापना प्रभारी विशेष सचिव/अपर सचिव/संयुक्त सचिव/उप सचिव (सदस्य सचिव) होंगे।

(3) **आयु**- निदेशक, तकनीकी शिक्षा के पद पर सीधी भर्ती के लिए न्यूनतम आयु सीमा एवं अधिकतम आयु सीमा निम्नवत् होगीः-

क्र० सं०	पदों का नाम	न्यूनतम आयु सीमा	अधिकतम आयु सीमा
1.	निदेशक, तकनीकी शिक्षा निदेशालय	45 वर्ष	वर्तमान में सेवा निवृति की लागू आयु 60 वर्ष के 05 वर्ष पूर्व तक एवं समय-समय पर कार्मिक, प्रशासनिक सुधार तथा राजभाषा, विभाग द्वारा अधिकतम सेवा निवृति आयु जो भी निर्धारित की जाएगी, वह लागू होगी।

इस नियमावली की कंडिका-2 (3) (ख) एवं (ग) में अंकित पदों पर सीधी भर्ती हेतु न्यूनतम आयु सीमा एवं अधिकतम आयु सीमा का उल्लेख AICTE/UGC के विनियमन में नहीं है | उक्त के आलोक में कंडिका-2 (3) (ख) एवं (ग) में अंकित पदों पर सीधी भर्ती हेतु न्यूनतम आयु सीमा एवं अधिकतम आयु सीमा नहीं होगी, तथापि इन पदों पर भर्ती हेतु सेवा के सदस्यों को पद विशेष हेतु निर्धारित सेवा निवृत्ति की तिथि से कम आयु होना आवश्यक होगा ।

<u>टिप्पणियाँ:</u>

I. निदेशक, तकनीकी शिक्षा के पद हेतु न्यूनतम आयु हेतु उम्र की गणना अधियाचना वर्ष की 1$^{ली}$ अगस्त के आधार पर की जाएगी। साथ ही समय-समय पर कार्मिक, प्रशासनिक सुधार तथा राजभाषा विभाग निर्गत संबंधित निदेशों से यह प्रभावित होगा।

II. कंडिका-2 (3) (ख) एवं (ग) में अंकित पदों हेतु सम्प्रति वार्द्धक्य सेवानिवृत्ति आयु 65 वर्ष है । निदेशक, तकनीकी शिक्षा के पद हेतु सम्प्रति वार्द्धक्य सेवानिवृत्ति आयु 60 वर्ष है।

(4) इस नियमावली के अन्तर्गत सेवा के किसी समूह/शाखा के संवर्ग में किसी पद/सावधिक पद के लिए पात्र सरकारी/विश्वविद्यालय सेवा के सेवक का आवेदन सक्षम प्राधिकार के माध्यम से अग्रसारित होना चाहिए।

खण्ड - IV प्रोन्नति

5. (1) प्रोन्नति:

(क) प्रोन्नति की योजना, AICTE विनियम - 2019 और समय-समय पर निर्गत AICTE एवं राज्य सरकार द्वारा यथा अंगीकृत प्रावधानों के अनुरूप लागू होगा। प्रोन्नति योजना का लाभ, प्रोन्नति समिति की अनुशंसा के आधार पर देय होगा तथा शिक्षकों द्वारा धारित मूल पद को उत्क्रमित किया जायेगा। सेवा निवृत्ति या अन्यथा रिक्त होने पर उत्क्रमित पद स्वत: मूल पद के रूप में अवक्रमित हो जाएगा।

(ख) प्रत्येक मामले में प्रोन्नति का लाभ तभी देय होगा जब संबंधित शिक्षक, AICTE विनियम - 2019 द्वारा अधिसूचित प्रोन्नति योजना एवं राज्य सरकार द्वारा अंगीकृत प्रावधानों के तहत लाभ प्राप्त करने हेतु सभी शर्तों को पूरा करते हो।

(ग) जो व्यक्ति अखिल भारतीय शिक्षा परिषद् विनियम(डिग्री) 2019 तथा अखिल भारतीय शिक्षा परिषद् (डिप्लोमा) विनियम 2019 की अधिसूचना प्रकाशन की तिथि के पश्चात प्रोन्नति के पात्र बनते है, उन्हें अनिवार्य शर्तों जैसे कि अतिरिक्त अर्हता, औद्योगिक प्रशिक्षण से गुजरना, अध्यापन-विषयक प्रशिक्षण, संकाय प्रेरण कार्यक्रम, शोध-पत्र प्रकाशित करना आदि को पूरा करना होगा । तथापि संकाय सदस्यों को **31 जुलाई, 2024** तक इन अपेक्षाओं को पूरा करने की अनुमति दी जायेगी ताकि उन्हें पात्रता की तिथि से भूतलक्षी प्रभाव से प्रोन्नति का लाभ प्राप्त करने हेतु वर्णित सम्बंधित अधिसूचना की अनिवार्य अपेक्षाओं को पूरा करने में सक्षम बनाया जा सके ।

(घ) तथापि ऐसे संकाय सदस्य जो अखिल भारतीय शिक्षा परिषद् विनियम (डिग्री) 2019 तथा अखिल भारतीय शिक्षा परिषद् (डिप्लोमा) विनियम 2019 की अधिसूचना प्रकाशन की तिथि दिनांक- 01.03.2019 से तीन वर्ष के भीतर अर्थात 28.02.2022 तक पूर्व से विद्यमान अखिल भारतीय शिक्षा परिषद् विनियम 2012 के अंतर्गत प्रोन्नति के पात्र हो चुके हैं उन्हें विकल्प दिया जाएगा कि अखिल भारतीय शिक्षा परिषद् विनियम 2012 के अंतर्गत उनकी प्रोन्नति पर विचार किया जायेगा । यह विकल्प डिग्री तथा डिप्लोमा दोनों के संकाय सदस्यों को दिया जायेगा।

(ङ) AICTE के सम्बंधित 04.01.2016 को अधिसूचित स्पष्टीकरण के आलोक में CAS संबंधी प्रावधान अखिल भारतीय तकनीकी शिक्षा परिषद् विनियम 2012 के अनुरूप API अंक में शिथिलता सरकारी राजपत्र AICTE विनियमन, 2012 की जारी होने से केवल 03 वर्ष की अवधि (07.11.2015 तक) ही लागू है। इसके पश्चात, API अंक क्रियान्वित किये जायेंगे।

(च) AICTE विनियम- 2019 के आलोक में प्रोन्नति यथा अभियंत्रण महाविद्यालय के पदों हेतु Annexure - 5 तथा पोलिटेकनिक संस्थान के पदों हेतु Annexure - 7 के अनुरूप किया जाएगा।

(छ) इस नियमावली के लागू होने की तिथि के पूर्व AICTE विनियम- 2019 के अनुसार प्रोन्नति 360 डिग्री फीडबैक स्कोर की गणना में Student feedback के संधारण न रहने के कारण इस नियमावली के लागू होने की तिथि के पूर्व Student feedback की आवश्यकता को शिथिल किया जाता है एवं इस हद तक 360 डिग्री फीडबैक के तहत वांछित स्कोर की गणना समानुपातिक रूप में किया जायेगा।

(ज) उपर्युक्त कंडिका (घ) एवं (ङ) के आलोक में AICTE विनियम- 2012 के प्रावधानों के अनुरूप अभियंत्रण महाविद्यालय तथा पोलिटेकनिक संस्थान के शिक्षकों के पदों हेतु Annexure-10 के अनुसार किया जाएगा। प्रतिनियुक्ति पर कार्यरत शिक्षकों हेतु प्रोन्नति इस नियमावली के नियम-19 के अनुरूप होगी।

(झ) शिक्षकों के प्रोन्नति सम्बन्धी सभी दस्तावेजों का संधारण **IQAC Cell** द्वारा की जाएगी। **IQAC Cell** का गठन UGC द्वारा निर्धारित Guideline के अनुसार होगी।

(2) **आरक्षण**: नियुक्ति में राज्य में प्रदत अद्यतन आरक्षण विषयक उपबंध लागू होंगे।

खण्ड - V सेवा की शर्तें

6. **(1) परिवीक्षा अवधि**:

(क) सेवा में रिक्त अधिष्ठायी पदों पर सीधी भर्ती द्वारा की गई नियुक्तियाँ परीक्ष्यमान पद पर होगी। परीक्ष्यमान अवधि पद पर योगदान की तिथि से दो वर्षों तक रहेगी।

(ख) यदि किसी पदाधिकारी के कार्य या आचरण सभी प्रकार से संतोषजनक नहीं पाए गए, अथवा वे अपनी कार्य दक्षता नहीं प्रमाणित कर सकें तो उन्हें कभी भी सेवा से बर्खास्त किया जा सकता है।

(ग) सेवा के किसी पद पर बिताई गई अवधि, जिसके अन्तर्गत किसी व्यक्ति की स्थानापन्न अथवा अस्थायी नियुक्ति की गई है, उसकी गणना उस पद पर इस नियम के अधीन विहित परिवीक्षा अवधि के लिए करने की अनुमति विभाग द्वारा दी जा सकती है।

(घ) सेवा के परिवीक्षा अवधि के सफल एवं संतोषप्रद समाप्ति के पश्चात ही सेवा सम्पुष्ट की जाएगी।

7. **वरीयता**: राज्य में लागू वरीयता संबंधी नियम लागू होंगे। विभागान्तर्गत तकनीकी शिक्षण संस्थानों के शिक्षकों की वरीयता शाखावार/विषयवार होगी।

8. **पदक्रम सूची**: निदेशक, राजकीय अभियंत्रण महाविद्यालय एवं प्राचार्य, राजकीय पोलिटेकनिक के पदों की पदक्रम सूची एवं सेवा के विभिन्न समूहों/शाखाओं के सदस्यों की पदक्रम सूची प्रत्येक वर्ष संवर्गवार प्रकाशित की जायेगी, जिसमें उनकी आपसी वरीयता, जन्म तिथि एवं नियुक्ति की तिथि आदि को दर्शाया जाएगा।

9. **अनुशासनिक कार्रवाई**: सेवा के प्रत्येक सदस्य, सार्वजनिक सेवा में उच्च प्रतिष्ठित अनुशासन और आचार बनाए रखेंगे; तथा झारखण्ड सरकारी सेवक (वर्गीकरण, नियंत्रण एवं अपील) नियमावली - 2016 के सामान्य उपबंधों तथा एक सम्बन्ध में समय समय पर यथा संशोधित नियमावली के अधीन रहेंगे।

10. **सेवा के सदस्यों की पदावधि**: इस नियमावली द्वारा की गई व्यवस्था के सिवाय, सेवा के किसी सदस्य की पदावधि, उसके सावधिक पद पर प्रभार ग्रहण की तिथि से 03 वर्ष तक होगी | विशेष परिस्थिति में राज्य सरकार चाहे तो अधिकतम एक (01) वर्ष की अवधि के लिए कार्य निष्पादन तथा दक्षता के आधार पर विभागीय मंत्री का अनुमोदन

प्राप्त कर अवधि विस्तार प्रदान कर सकती है। परन्तु किसी भी स्थिति में सेवा अवधि विस्तार वार्धक्य सेवानिवृत्ति की आयु से अधिक नहीं होगी।

11. **सेवा वार्द्धक्य की आयु सीमा**: तकनीकी सेवा नियमावली से आच्छादित पद एवं किसी अन्य पद के पदधारी की सेवा वार्धक्य आयु वही होगी जो, समय-समय पर, AICTE द्वारा अधिसूचित विनियम के आलोक में, राज्य सरकार द्वारा निर्धारित की गई है।

वर्तमान में तकीनीकी शिक्षा सेवा संवर्ग के शिक्षकों की वार्द्धक्य सेवा निवृत्ति आयु 65 वर्ष निर्धारित है एवं निदेशक, तकीनीकी शिक्षा निदेशालय की वार्द्धक्य सेवा निवृत्ति आयु 60 वर्ष निर्धारित है।

12. **(I) परीक्षा, पाठ्यक्रम एवं अन्तर्वीक्षा**

(क) इस हेतु Annexure - 4 के आलोक में होगी।

(ख) सभी पदों पर चयन हेतु अभ्यर्थियों के Evaluation of work knowledge and Teaching skill/ Research performance and Quality of publication तथा Academic record सभी के कुल प्राप्तांक को जोड़कर न्यूनतम अर्हतांक निम्न प्रकार से होगा -

अनारक्षित वर्ग/EWS	40%
पिछड़ा वर्ग (Annexure – II)	36.5%
अत्यंत पिछड़ा वर्ग (Annexure – I)	34%
अनुसूचित जाति/जनजाति एवं महिला वर्ग	32%
आदिम जनजाति	30%

उपर्युक्त न्यूनतम अर्हतांक की अनिवार्यता साक्षात्कार के लिए भी लागु होगी।

13. **अतिरिक्त व्यवस्थाएँ**: इस नियमावली द्वारा की गई व्यवस्था के अलावे वेतन, भत्ता, छुट्टियाँ, पेंशन, अनुशासन एवं सेवा के अन्य शर्तों से संबंधित सभी मामले सरकार द्वारा तत्समय प्रवृत्त सामान्य या विशेष नियमों द्वारा विनियमित होंगे।

खण्ड-VI विविध

14. **(1) शिक्षण कार्य**: AICTE के क्षेत्राधिकार के अंतर्गत तकनीकी संस्थानों में कार्य करने वाले संकाय सदस्य शिक्षण संपर्क घंटों और अन्य क्रियाकलापों सहित प्रति सप्ताह 40 घंटे से अन्यून कार्य करेंगे। इस हेतु अखिल भारतीय शिक्षा परिषद् (डिप्लोमा) विनियम 2019 की कंडिका 2.13 अथवा अखिल भारतीय शिक्षा परिषद् विनियम(डिग्री) 2019 की कंडिका 2.16 में निर्धारित प्रावधान एवं शर्ते लागू होंगे जिसके अनुसार संकाय सदस्य शिक्षण संपर्क घंटे निम्न तालिका अनुसार होगा :-

डिग्री स्तर संस्थानों के लिए		डिप्लोमा स्तरीय संस्थानों के लिए	
पदनाम	(शिक्षण/प्रयोगशाला घंटें)/ सप्ताह	पदनाम	(शिक्षण/प्रयोगशाला घंटें)/ सप्ताह
सहायक प्राध्यापक	16	व्याख्याता	18

सह- प्राध्यापक	14	विभागाध्यक्ष	16
प्राध्यापक	14	प्राचार्य	06
निदेशक	06		

15. (1) अभियंत्रण महाविद्यालय तथा पोलिटेकनिक के शिक्षकों हेतु अनिवार्य शिक्षक प्रशिक्षण

(क) किसी भी पद पर नियुक्त/प्रोन्नत शिक्षक को AICTE शिक्षक प्रशिक्षण नीति के अनुसार अधिमानतः सेवा के प्रथम वर्ष के भीतर SWAYAM में MOOCs के 8 (आठ) ऑनलाइन मोड्यूलों को अनिवार्यतः पूर्ण करना होगा।

(ख) कोई भी नया नियुक्त हुआ संकाय सदस्य इन 8 (आठ) ऑनलाइन मोड्यूलों को पूर्ण करने के प्रमाणन प्राप्त किये बिना परिवीक्षा पूर्ण नहीं करेगा।

(ग) इन मोड्यूलों को पूर्ण करने की अपेक्षा, सभी पदधारक शिक्षक पर भी कैरियर में केवल एक बार, आगामी उच्च संवर्ग में प्रोन्नति/चयन के लिए आवेदन करते समय लागू होगी।

(घ) इन मोड्यूलों की अपेक्षाओं को पूरा करने के लिए, **31 जुलाई, 2024** तक इन्हें पूरा करने की अनुमति दी जायेगी ताकि संकाय सदस्यों को पात्रता की तिथि से भूतलक्षी प्रभाव से प्रोन्नति का लाभ प्राप्त करने हेतु AICTE की सम्बंधित डिग्री तथा डिप्लोमा हेतु वर्णित 2019 की अधिसूचना की अनिवार्य अपेक्षाओं को पूरा करने में सक्षम बनाया जा सके।

16. **कठिनाइयों का निराकरण:** नियमावली से संबंधित किसी भी कठिनाई का अंतिम निराकरण राज्य सरकार द्वारा किया जाएगा। इस सेवा नियमावली के उपबंधों को क्रियान्वित करने में उत्पन्न किसी कठिनाईयों को दूर करने के लिए राज्य सरकार ऐसा आदेश निर्गत कर सकेगी जो इस अधिनियम के उपबंधों से असंगत न हो।

17. **निर्वचन:** इन नियमों के निर्वचन में यदि कोई कठिनाई हो तो कार्मिक, प्रशासनिक सुधार तथा राजभाषा विभाग एवं वित्त-विभाग की सहमति से उच्च एवं तकनीकी शिक्षा विभाग इसका निराकरण कर सकेगा।

18. **निरसन एवं व्यावृत्ति:** झारखण्ड तकनीकी शिक्षा सेवा नियमावली 2013 (यथा संशोधित) को एतद् द्वारा निरसित किया जाता है।

परंतु ऐसे निरसन के होते हुए भी, उक्त पूर्व नियमावली के प्रावधानों के तहत किया गया कोई कार्य या की गई कार्रवाई इस नियमावली के अधीन प्रदत्त शक्तियों के अधीन किया गया कार्य या की गई कार्रवाई समझी जाएगी, मानों यह नियामवली उस दिन प्रवृत्त थी, जिस दिन ऐसा कार्य या ऐसे कार्रवाई की गई थी।

19. **प्रतिनियुक्ति पर संकाय सदस्य:** किसी संकाय सदस्य जो किसी सरकारी सगंठन/स्वायत्तशासी निकाय जैसे Directorate of Technical Education, Jharkhand/ AICTE/ UGC/ MHRD/ DST/JUT/JCSTI आदि में शैक्षणिक/ प्रशासनिक पद पर प्रतिनियुक्ति पर है, को शैक्षणिक और अकादमिक/प्रशासन का अनुभव प्राप्त माना जाएगा तथा Faculty Development Programme (FDP), API अंक, औद्योगिक प्रशिक्षण और 360 डिग्री प्रतिपुष्टि की अपेक्षा से छूट दी जाएगी। यदि किसी संकाय सदस्य ने कम-से-कम 'बहुत अच्छा' कोटि प्राप्त की है, तो उसे प्रतिनियुक्ति की अवधि के लिए इस अधिसचूना के संदर्भ में 360 डिग्री प्रतिपुष्टि के 10 अंकों के पैमाने पर 8 अंकों के समकक्ष माना जाएगा।

20. **तकनीकी संस्थानों में शिक्षकों हेतु संवर्धन कार्यक्रम (क्यूआईपी) स्कीम :** तकनीकी शिक्षा की गुणवत्ता में सुधार करने के उद्धेश्य से शिक्षकों के लिए क्यूआईपी योजना क्रियान्वित किया जायेगा | इस हेतु उच्च शिक्षा प्राप्ति हेतु मात्र क्यूआईपी योजना तहत चयनित शिक्षकों को ही सवैतनिक अवकाश देय होगा | प्रति वर्ष शाखावार/विषयवार अधिकतम 10% शिक्षकों को ही इस योजना अंतर्गत उच्च शिक्षा प्राप्ति की अनुमति दी जा सकेगी, किसी शाखा/विषय अधिक शिक्षकों द्वारा इस हेतु आवेदन दिए जाने की स्थिति में उनके चयन हेतु वरीयता को प्राथमिकता दी जाएगी।

इस हेतु चयनित शिक्षक अपने शैक्षणिक अवकाश समाप्ति उपरांत क्यूआईपी के शर्त के अनुरूप M.Tech. हेतु कम से कम दो वर्षों तथा Ph.D. हेतु तीन वर्षों तक अपने पद पर कार्य करने संबंधी शपथ पत्र समर्पित करेंगे।

21. **(1) सीधी भर्ती और प्रोन्नति के लिए पूर्व सेवा की गणना:** किसी विश्वविद्यालय/ महाविद्यालय, राष्ट्रीय प्रयोगशाला अथवा अन्य वैज्ञानिक/ वृत्तिक संगठन जैसे CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT or PSUs आदि में सहायक प्राध्यापक, सह प्राध्यापक, प्राध्यापक, व्याख्याता, विभागाध्यक्ष, कार्यशाला अधीक्षक अथवा समकक्ष आदि के रूप में पूर्व नियमित सेवा, चाहे राष्ट्रीय हों या अंतरराष्ट्रीय, की गणना सहायक प्राध्यापक/सह प्राध्यापक/ प्राध्यापक/व्याख्याता/विभागाध्यक्ष/प्राचार्य/कार्यशाला अधीक्षक अथवा अन्य नाम पद्धति के रूप में सीधी भर्ती तथा प्रोन्नति के लिए की जाएगी, बशर्ते कि :-

(क) धारित पद की अनिवार्य योग्यताएं सहायक प्राध्यापक, सह प्राध्यापक, प्राध्यापक, व्याख्याता, विभागाध्यक्ष, कार्यशाला अधीक्षक और प्राचार्य के लिए, जैसा भी मामला हो, AICTE/UGC द्वारा विनिर्दिष्ट योग्यताओं से न्यून न हों।

(ख) पदधारक सहायक प्राध्यापक, सह प्राध्यापक, रीडर, प्राध्यापक, व्याख्याता, विभागाध्यक्ष, कार्यशाला अधीक्षक और प्राचार्य के पद की ही भांति समकक्ष ग्रेड अथवा पूर्व-संशोधित वेतनमान (जिसका सत्यापन नियुक्ति पत्र, वेतन पर्ची, Form 16 आदि से किया जा सकता है) में है/था।

(ग) सीधी भर्ती के लिए अभ्यर्थी अपना आवेदन केवल उचित माध्यम से किया गया हो।

(घ) संबंधित व्यक्ति यथास्थिति, सहायक प्राध्यापक, सह प्राध्यापक, प्राध्यापक, व्याख्याता, विभागाध्यक्ष, कार्यशाला अधीक्षक और प्राचार्य के पद में नियुक्ति के लिए AICTE द्वारा यथा विनिर्दिष्ट समान न्यूनतम योग्यताएं धारित करता हो।

(ङ) पद को ऐसी नियुक्तियों के लिए राज्य सरकार/केन्द्र सरकार/ विश्वविद्यालय/संबंधित संस्था के विनियमों में यथा निर्धारित विदित चयन प्रक्रिया के अनुरूप भरा गया हो।

(च) पूर्व नियुक्ति किसी अवधि के लिए अथवा तदर्थ अथवा एक वर्ष से कम अवधि की अवकाश रिक्ति पर अतिथि व्याख्याता के रूप में नहीं हो। एक वर्ष से अधिक की तदर्थ अथवा अस्थायी सेवा की गणना की जा सकेगी बशर्ते कि :-

(i) सेवा की अवधि एक वर्ष से अधिक थी;

(ii) पदधारक की नियुक्ति सम्यक रूप से गठित चयन समिति की सिफारिश पर की गई थी;

(iii) पदधारक का स्थायी पद पर चयन तदर्थ अथवा अस्थायी सेवा के अनुक्रम में किया गया था;

(iv) सेवा में कृत्रिम व्यवधान का प्रयोग स्थायी आधार पर नियुक्त किए गए कर्मचारी के प्रति पूर्वापेक्षा रखने के लिए नहीं किया जाएगा। स्थायी आधार पर नियुक्त व्यक्ति को उसके द्वारा की गई संपूर्ण

सेवा का लाभ सेवा में कृत्रिम व्यवधान/व्यवधानों के होते हुए भी मूल नियुक्ति की तारीख (अस्थायी/ संविदा/ तदर्थ) से दिया जाएगा।

(v) पदधारक किसी नियमित रूप से नियुक्त व्याख्याता, विभागाध्यक्ष, प्राचार्य और प्रोफेसर, जैसा भी मामला हो, की प्रारंभिक अवस्था पर मासिक सकल वेतन से अन्यून कुल सकल परिलब्धियां आहरित कर रहा था (जिसका सत्यापन नियुक्ति पत्र, वेतन पर्ची, Form 16 आदि से किया जा सकता है); तथा

(vi) चयन के समय, निर्धारित किए गए निबंधन और शर्तें अनुभव की अवधि, अनुभव की प्रकृति का स्पष्टतः उल्लेख करती हों, तथा नियोजक द्वारा उनकी सहमति दी गई हो।

(छ) संस्था के प्रबंधन की प्रकृति के संदर्भ में वहां कोई विभेद नहीं किया जाएगा, जहां की गई पूर्व सेवा (निजी/स्थानीय निकाय/सरकारी) पर इस खंड के अंतर्गत पूर्व सेवाओं की गणना के लिए विचार किया गया था।

22. **वेतन संरक्षण-** राज्य सरकार के सेवा संहिता के तहत् वर्णित प्रावधान के आलोक में होगा अथवा वेतन निर्धारण में विसंगतियों के निराकरण हेतु AICTE की 20 मई 2020 को अधिसूचित स्पष्टीकरण की कंडिका (II) सामान्य की उपकंडिका 3 के अनुसार निर्धारित की जाएगी।

23. **स्थापना संबंधित कार्यों का नियंत्रण-** इस सेवा के सदस्यों की नियुक्ति, प्रोन्नति, पदस्थापना, स्थानांतरण, सेवा संपुष्टि, वरीयता सूची का संधारण एवं स्थापना संबंधी सभी कार्य नियुक्ति प्राधिकार के नियंत्रणधीन होगा।

24. **संस्थानों में Board of Governors (BoG) का गठन** - Board of Governors (BoG) का गठन AICTE के प्रावधानों के अनुसार होगा।

25. **Professor of Practice** – अभियंत्रण महाविद्यालयों में Professor of Practice की व्यवस्था UGC के प्रावधानों के अनुरूप होगा।

26. **प्रतिनियुक्ति आधारित शिक्षक** – राजकीय अभियंत्रण महाविद्यालयों तथा पोलिटेकनिक संस्थानों के स्वीकृत रिक्त पद पर देश के विगत वर्ष के उच्च NIRF Rank (Upto 50) प्राप्त अभियंत्रण महाविद्यालयों के शिक्षकों की प्रतिनियुक्ति विभागीय मंत्री से अनुमोदन प्राप्त कर अधिकतम तीन वर्ष के लिए प्राप्त की जाएगी | ऐसे शिक्षकों को वेतन संरक्षण का लाभ देय होगा तथा प्रतिनियुक्ति भत्ता के रूप में मूल वेतन का 10 प्रतिशत (अधिकतम रु० 20,000) दिया जायेगा | ऐसे शिक्षकों के प्रतिनियुक्ति पर चयन सम्बंधित विश्विद्यालय के कुलपति की अध्यक्षता में एक समिति द्वारा की जाएगी जिसमें अन्य सदस्य विभाग द्वारा नामित संबंधित विषय के विषय विशेषज्ञ तथा संबंधित संस्थान के निदेशक/प्राचार्य सदस्य सचिव होंगे।

27. **विविध-** जिन विषयों या बिंदुओं का प्रावधान इस नियमावली में नहीं है उसके संबंध में राज्य सरकार के समकक्ष स्तर के कर्मियों के लिए तत्समय प्रवृत्त नियम/अनुदेश लागू होंगे।

28. **शिथिल करने की शक्ति-** जहां सरकार की यह राय होगी कि ऐसा करना आवश्यक और समीचीन है वहाँ सरकार आदेश द्वारा कारणों को अभिलिखित करते हुए किसी व्यक्ति या किसी कोटि के संबंध में इस नियमावली के प्रावधानों में से किसी को शिथिल कर सकेगी।

29. **संशोधन-** जहां सरकार के उच्च एवं तकनीकी शिक्षा विभाग की यह राय होगी कि ऐसा करना आवश्यक और समीचीन है, वहाँ सरकार कारणों को अभिलिखित करते हुए इस नियमावली के किसी उपबंधों को संशोधित कर सकेगी।

झारखण्ड राज्यपाल के आदेश से

19.2.24

(राहुल कुमार पुरवार)
सरकार के प्रधान सचिव।

ANNEXURE- 1

Required Qualification and Experience for the Post of Director, Directorate of Technical Education

Sl. No.	Cadre Post	Qualification	Experience
1.	**Director, Technical Education (Level- 14, Entry Pay Rs. 1,44,200/- plus 5 Increments)**	Ph.D. Degree (with First Class Degree at Bachelor's or Master's Level) in Engineering/ Technology.	**a.** At least two successful Ph.D. guided as Supervisor and minimum 08 Research Publications in SCI Journals / UGC/AICTE approved list of Journals and a minimum total research score of 120 as per the criteria given in ANNEXURE- 4, Table 1. **b.** 15 years' experience in Teaching/ Industry/ Research out of which 05 years must be at the level of Professor/ Principal, or above in Engineering/ Technology.

2. राज्य/केंद्र सरकार द्वारा संचालित अभियंत्रण महाविद्यालय/राजकीय अभियंत्रण महाविद्यालय के प्राचार्यों/ प्राध्यापकों/राजकीय प्रौद्योगिकी विश्वविद्यालय में कार्यरत प्राध्यापकों (तकनीकी विषय)/ विश्वविद्यालय/ महाविद्यालय, राष्ट्रीय प्रयोगशाला अथवा अन्य वैज्ञानिक/ वृत्तिक संगठन जैसे CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT or PSUs आदि में प्रोफेसरअथवा समकक्ष के रूप में नियमित सेवा में कार्यरत प्राध्यापक/समकक्ष स्तर के कर्मियों में से भरा जाएगा।

ANNEXURE- 2

Required Qualification and Experience for direct appointment in Government Engineering Colleges

Sl. No.	Cadre Post	Minimum qualification	Experience and other requirements
1.	**Director** **(Level- 14, Entry Pay Rs. 1,44,200/- with the Special allowance of Rs. 6,750/- per month)**	Ph.D. degree and First Class or equivalent at either Bachelor's or Master's level in the relevant branch.	**a.** At least two successful Ph.D. guided as supervisor/co-supervisor and minimum 08 Research Publications in SCI Journals /UGC/AICTE approved list of Journals and a minimum total research score of 120 as per the criteria given in ANNEXURE- 4, Table 1. **b.** Minimum 15 years of experience in Teaching/ Research/ Industry, out of which at least 03 years shall be at the post equivalent to that of Professor.
2.	**Professor** **(Level- 14, Entry Pay Rs. 1,44,200/-)**	Ph. D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.	**a.** Minimum of 10 years of experience in teaching/ research/ industry out of which at least 3 years shall be at a post equivalent to that of an Associate Professor and a minimum total research score of 120 as per the criteria given in ANNEXURE- 4, Table 1. AND **b.** At least 6 research publications at the level of Associate Professor in SCI Journals/UGC /AICTE approved list of Journals and at least 2 successful Ph.D. guided as Supervisor/co-supervisor till the date of eligibility of promotion. OR At least 10 research publications at the level of Associate Professor in SCI Journals/UGC /AICTE approved list of Journals till the date of eligibility of promotion.
3.	**Associate Professor** **(Level- 13A1, Entry Pay 1,31,400/-)**	Ph.D. degree in the relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.	a. At least total 6 research publications in SCI Journals /UGC /AICTE approved list of Journals and a minimum total research score of Seventy five (75) as per the criteria given in ANNEXURE- 4, Table 1 AND Minimum of 8 years of experience in teaching/ research/ industry out of which at least 2 years shall be Post Ph.D. experience.

Sl. No.	Cadre Post	Minimum qualification	Experience and other requirements
4.	**Assistant Professor (Level- 10, Entry Pay Rs. 57,700/-)**	For, Engineering/ Technology: B.E./ B.Tech./ B.S. and M.E./ M.Tech./ M.S. or Integrated M.Tech. in relevant branch with First Class or equivalent in any one of the degrees in the relevant branch.	------
		Science and Humanities*	
5.	**Workshop Superintendent (Level- 10, Entry Pay Rs. 57,700/-)**	B.E./ B. Tech./ B.S. and M.E./ M. Tech./ M.S. or Integrated M. Tech. in Mechanical or Production branch with first class or equivalent in any one of the degrees in the relevant branch.	-------
6.	**Assistant Librarian (Level – 10, Entry Pay Rs.57700/-)**	(a) Master's Degree in Library Science/Information Science/ Documentation Science or an Equivalent Professional Degree with at least First Class or equivalent and a consistently good academic record with knowledge of computerization of library. (b) Qualifying in the National Level Test conducted for the purpose by UGC or other equivalent test as approved by the UGC.	---------
7.	**Assistant Director-Physical Education (Level – 10, Entry Pay 57700/-)**	a. Master's Degree in Physical Education or Master's Degree in Sports Science or equivalent degree with at least First Class or its equivalent with good academic record from a recognized University/ Institute. b. Record of having represented the University / College at the inter-University / Inter-collegiate competitions or the state and / or national championships; c. Qualifying in the National-Level Test conducted for the purpose by the UGC or any other agency approved by the UGC and passed the physical fitness test conducted in accordance with these regulations. d. Record of strong involvement and proven track record of participation in sports, drama, music, films, painting, photography, journalism event management or other student / event management activities during college / University studies. e. Record of organizing such events as student's convener or in later part of life	--------

*** Eligibility criteria for recruitment & promotions for faculties of Science and Humanities will be as per extant Statute notified for the State Universities.**

Note:

1. Candidates who have done Ph.D. after the Bachelor's Degree from institution of National importance with GATE/GPAT/CEED shall be eligible for the post of Assistant Professor/ Associate Professor/Professor.
2. For other Branch/Subject, the requisite qualification will be as per Sr. No. 5.1 of AICTE (DEGREE) REGULATION, 1st March, 2019.

ANNEXURE- 3

Prescribed Qualifications and Experiences for Direct Recruitment in Diploma Institutions

Sl.No.	Cadre Post	Minimum qualification	Experience and other requirements
1.	**Principal** **(Level- 13A1, Entry Pay 1,31,400/- with the special allowance of Rs. 4,500/- per month)**	Ph.D. and First Class at either Bachelor's or Master's level in the relevant discipline.	Minimum of 16 years of experience in Teaching/ Research/ Industry, out of which at least 3 years shall be post Ph.D. experience and 5 years of experience not below the level of Head of the Department and a minimum total research score of 120 as per the criteria given in ANNEXURE- 4, Table 1.
		OR	
		Bachelor and Master Degrees in relevant disciplines with First Class in either of the two at the time of selection.	Minimum of 20 years of experience in Teaching/ Research/ Industry, out of which 5 years of experience not below the level of Head of the Department and a minimum total research score of 120 as per the criteria given in ANNEXURE- 4, Table 1.
2.	**Head of the Department** **(Level- 13A1, Entry Pay 1,31,400/-)**	Ph.D. in relevant field and First Class at Bachelor's or Master's level in the relevant discipline.	Minimum of 12 years of experience in Teaching/ Research/ Industry, out of which at least 2 years shall be post Ph.D. experience minimum at the level of Lecturer (Selection Grade-I) and a minimum total research score of 75 as per the criteria given in ANNEXURE- 4, Table 1.
		OR	
		Bachelor and Master Degrees in relevant disciplines with First Class in either of the two at the time of selection.	Minimum of 15 years of experience in Teaching/ Research/ Industry, out of which at least 3 years shall be at the level of Lecturer (Selection Grade - II) a minimum total research score of 75 as per the criteria given in ANNEXURE- 4, Table 1.
		For Engineering/Technology: Bachelor's and Master's Degrees in relevant disciplines with First Class in either of the two at the time of selection.	.....

3.	**Lecturer** **(Level- 10, Entry Pay 57,700/-)**	**For Science and Humanities:** For Sciences and Humanities A Master's degree with First Class or equivalent in a relevant subject and, must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET / SET.	

Sl.No.	Cadre Post	Minimum qualification	Experience and other requirements
4.	Lecturer (Level- 9A, Entry Pay 56,100/-)	**For Engineering/Technology:** B.E./B.Tech./ B.S. in relevant discipline with First Class or equivalent.	--------
		Sciences and Humanities: Master's degree in appropriate subject with First Class or equivalent at Bachelor's or Master's level.	
5.	Workshop Superintendent (Level- 10, Entry Pay 57,700/-)	Bachelor's and Master's Degrees in Mechanical or Production Engineering with First Class in either of the two at the time of selection.	--------
6.	Workshop Superintendent (Level- 9A, Entry Pay 56,100/-)	B.E./B.Tech./B.Sc. in Mechanical or Production Engineering with First Class or equivalent.	--------
7.	Assistant Librarian (Level- 9A, Entry Pay 56,100/-)	(a) Master's Degree in Library Science/ Information Science/ Documentation Science or an Equivalent Professional Degree with at least First Class or equivalent and a consistently good academic record with knowledge of computerization of library. (b) Qualifying in the National Level Test conducted for the purpose by UGC or other equivalent test as approved by the UGC.	--------

Note:

1. Candidates who have done Ph.D. after the Bachelor's degree from institution of National importance with GATE/GPAT/CEED shall be eligible for the post of Lecturers/Workshop Superintendent/HOD/Principal.

2. For other branch/subject, the requisite qualification will be as per Sr. No. 4.1 of AICTE (Diploma) Regulation, 2019.

टिप्पणी:

1. <u>वर्ग/ श्रेणी</u>

यदि कोई वर्ग/ श्रेणी प्रदान नहीं की गई है, तो कुल प्राप्त अंको के न्यूनतम 60 प्रतिशत अंको को ही प्रथम वर्ग/ श्रेणी के समकक्ष माना जायेगा। जब सी०जी०पी०ए० प्रदान किया गया है तो मान्यता प्राप्त विश्वविद्यालय/ संस्थान का परिवर्तन सूत्र, यदि उपलब्ध है तो, मान्य होगा अन्यथा AICTE का उपलब्ध परिवर्तन सूत्र अपनाई जाएगी जो निम्नवत है :-

ग्रेड अंक	समकक्ष प्रतिशत
6.25	55%
6.75	60%
7.25	65%
7.75	70%
8.25	75%

2. **पीएच.डी. के लिए समकक्षता:**

पीएच.डी. के लिए समकक्षता 5 SCI Journals के प्रकाशन पर आधारित है, जिसमें से प्रत्येक जर्नल का संचयी प्रभाव सूचकांक 2.0 से अन्यून हो, जिसमे पदधारक मुख्य लेखक है तथा सभी 5 प्रकाशन लेखक के विशेषज्ञता के क्षेत्र है। विकल्प:व्यक्ति ने कम-से- कम दो पेटेंट प्राप्त किए होने चाहिए अथवा वह राष्ट्रीय अकादमियों में से किसी के फ़ैलो के रूप में निर्वाचित हो।

3. **बी.ई./ बी.टेक. के पश्चात् सीधे पीएच.डी. करने हेतु पात्रता :**

पदों के विभिन्न स्तरों के लिए बी.ई./ बी.टेक. के पश्चात् सीधे प्राप्त की गई पीएच.डी. की अर्हता तकनीकी संस्थाओ में लागू होगी वशर्ते कि प्रासंगिक शाखा में प्राप्त की गई पीएच.डी. की डिग्री विश्वविद्यालय अनुदान आयोग द्वारा यथानिर्दिष्ट, पंजीकरण, पाठ्यक्रम कार्य तथा बाह्य मूल्याकन प्रक्रिया आदि का अनुपालन करते हुए मानव संसाधन विकास मंत्रालय द्वारा विधिवत अनुमोदित राष्ट्रीय महत्व के संस्थान (जैसे किआईआईटी/ आईआईएससी/ एनआईटी इत्यादि) द्वारा प्रदान की गई हो। आगे यह भी की, उम्मीदवार ने इंजीनियरीग/ प्रौद्योगिकी में स्नातक स्तर पर कम से कम प्रथम श्रेणी प्राप्त की हो।

4. **प्रासंगिक डिग्री की नामावली:**

AICTE Regulation (Degree)- 2019 की कंडिका 7.4 एवं AICTE Regulation (Diploma)- 2019 की कंडिका 6.4 में निर्धारित प्रावधान लागू होंगे। यदि AICTE की परिधि में कोई विशेषज्ञता उपलब्ध नहीं है तो राज्य सरकार समकक्षता पर निर्णय पाठ्यक्रम के आधार पर लेगी।

5. **शोध प्रकाशन:**

प्रोन्नति के लिए प्रकाशनों की गुणवत्ता सुनिश्चित करने हेतु AICTE Regulation (Diploma)- 2019 की कंडिका 6.1 अथवा AICTE Regulation (Degree)- 2019 की कंडिका 7.1 में निर्धारित प्रावधान लागू होंगे।

6. **पीएच.डी. डिग्री की अनुमान्यता:**

नियुक्ति अथवा प्रोन्नति हेतु पीएच.डी. की डिग्री अनुमान्य होगी बशर्ते कि प्रासंगिक शाखा में प्राप्त की गई पीएच.डी. की डिग्री,विश्वविद्यालय अनुदान आयोग द्वारा यथानिर्दिष्ट, पंजीकरण, पाठ्यक्रम कार्य तथा बाह्य मूल्यांकन प्रक्रिया आदि का अनुपालन करते हुए निम्न शर्तों को पूरा करते हुए प्राप्त की गयी हो –

(क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित शिक्षा पद्धति के माध्यम से प्रदान की गई हो;

(ख) पीएच.डी. शोध प्रबंध कम से कम दो बाह्य परीक्षकों द्वारा प्रदान किया गया हो;

(ग) पीएच.डी. के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;

(घ) अभ्यर्थी ने अपने पीएचडी कार्य को दो अनुसंधान पत्रों को प्रकाशित किया हो जिनमें से कम से कम एक संदर्भित जर्नल में प्रकाशित हुआ हो;

(ड.) अभ्यर्थी ने विश्वविद्यालय अनुदान आयोग/आई.सी.एस.एस.आर./सी.एस.आई.आर. अथवा ऐसी की किसी एजेंसी द्वारा प्रायोजित/वित्त पोषित/सहायता प्राप्त सम्मेलनों/विचार गोष्ठियों में अपने पीएचडी कार्यों के आधार पर कम से कम दो पत्रों को प्रस्तुत किया हो;

इन शर्तों को पूरा करने को संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा अधिप्रमाणित किया जाए।

उक्त निदेश समय–समय पर विश्वविद्यालय अनुदान आयोग द्वारा निर्गत पीएच.डी. से संबंधित दिशा निदेशों से प्रभावित होगा ।

7. **पीएच.डी. तथा अन्य उच्च अर्हताओं के लिए प्रोत्साहन हेतु** AICTE Regulation (Diploma)- 2019 की कंडिका 2.19 तथा AICTE Regulation (Degree)- 2019 की कंडिका 2.22 में निर्धारित प्रावधान लागू होंगे।

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ANNEXURE- 4

Table - 01

Methodology for Director, Technical Education, Engineering College Teachers (Director, Professor & Associate Professor) and Polytechnic Teachers (Principal & Head of Department) for calculating Academic/Research Score regarding recruitment.

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.)

Sl. No.	Academic/Research Activity	Faculty Sciences /Engineering Agriculture / Medical / Veterinary Sciences	Faculty of Languages / Humanities/ Arts/ Social Sciences/ Library/Education/ Physical education/ Commerce / Management & other related disciplines
1	**Research Papers in Peer reviewed or refereed journals/ UGC listed journals**	08 per paper	10 per paper
2	**Publications (other than Research papers)**		
	(a) Books authored which are published by publishers having experience in publishing text books and reference books within the country and abroad with ISBN No. * i) The text books / Reference books authored should be in relevant subject. ii) The publisher should have wide experience of publishing Text book/ Reference books.		
	International publishers.	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign language by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3	**Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula**		
	(a) Development of Innovative pedagogy duly approved by Academic Council	05	05
	(b) Design of new curricula and courses duly approved by Academic Council	02 per curricula / course	02 per curricula / course
	(c) MOOCS		
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCS (developed in 4 quadrants) per module/lecture	05	05

	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course) (in case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/subject/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/paper /e book	10	10
4	(a) Research guidance Ph.D.	10 per degree awarded (First guide-10 Co-guide- 05) 05 per thesis submitted (First guide-05 Co-guide- 2.5)	10 per degree awarded (First guide-10 Co-guide- 05) 05 per thesis submitted (First guide-05 Co-guide- 2.5)
	M.Phil. / P.G. dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs rupees	10	10
	Less than 10 lakhs rupees	05	05
	(c) Research Projects Ongoing		
	More than 10 lakhs rupees	05	05
	Less than 10 lakhs rupees	02	02
	(d) Consultancy i) Minimum 5 lakhs / per year 1 mark each	03	03
5	**(a) Patents**		
	International	10	10
	National	07	07
	(b) *Policy Documents (Submitted to an International body / organization like UNO / UNESCO / World Bank / International Monetary Fund etc. or Central Government or State Government		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards / Fellowship		
	International (given by Government/ Internationally renowned and Government recognised bodies)	07	07
	National Level (Awards given by Government of India / Government of India recognised	05	05

	National Level Bodies/ State-Level (Awards given by State Government)		
6	***Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in presented in also published as full Seminars/ Conference Proceedings also (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)**		
	International (Abroad)	07	07
	International (Within country)	05	05
	National	03	03
	State / University	02	02

1. The Research score (Annexure-4, Table-1 Sl. no. 1) for research papers would be augmented as follows:

SCI Journals / Scopus Indexed / UGC-Care listed journals (Impact factor to be determined as per Thomson Reuters list):

i. Paper in journals 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

a) Two authors: 70% of total value of publication for each author.

b) More than two authors: 70% of the total value of publication for the First/ Principal/Corresponding author and 30% of the total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

1. Paper presented if part of edited book or proceeding then it can be claimed only once.
2. *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
3. The research score shall be from minimum of three categories out of six categories.

Table – 02

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors/Workshop Superintendent (Level–10)/Assistant Librarian and Assistant Director-Physical Education **in Engineering Colleges and Lecturers/Workshop Superintendent (Level – 9A & 10) /**Assistant Librarian **in Polytechnics.**

S. N.	Academic Record/Achievements	Score		
1.	Graduation	60% & Above=15	55% to less than 60% = 10	45% to less than 55%=05
2.	Post-Graduation	60% & Above=20	55% (50% in case of SC/ST/OBC (non creamy layer)/PWD to less than 60%=15	
3.	M. Phil.(For Science and Humanities)	60% & Above=07	55% to less than 60%=05	
4.	Ph.D.	15		
5.	**A. For Science and Humanities,** Assistant Librarian and Assistant Director-Physical Education			
	NET with JRF	15		
	NET/JET (Jharkhand Eligibility Test)	10		
	B. For Engineering/Technology			
	Qualified GATE with more than 95 percentile	15		
	Qualified GATE with more than 90 and less than or equal to 95 percentile	12.5		
	Qualified GATE with more than 85 and less than or equal to 90 percentile	10		
	Qualified GATE with less than or equal to 85 percentile	7.5		
6.	Research Publications (published papers in UGC listed journals, Best paper/ poster award, Authored / Co-authored books/ chapters in edited books	8 (As per Schedule- I attached herewith)		
7.	Teaching / Post Doctoral Experience (02 marks for one year each)#	4		
8.	Awards (Maximum 3 marks)			
	International/National Level (Awards given by International Organizations / Government of India/Government of India recognised National Level Bodies (01 marks per award)	03		
	State-Level (Awards given by State Government/State Govt. recognized State level bodies) (0.5 mark for each award)	02		
9.	Interview	20		

a) However, if the period of continuous teaching/Post-doctoral experience is less than one year but more than six months then 01 mark shall be provided. No fractional marks to be given.

b) Need Based Teachers/Contractual Teachers recruited under the Higher and Technical Education Department, Government of Jharkhand will get 01 additional marks per year

of continuous teaching, upto a maximum of additional 5 marks. However, the total marks awarded to such Need Based Teachers/Contractual Teachers out of 80 for Academic record/achievements shall be capped at 80 marks.

c) The period of time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching / research experience.

d) Candidates completing Ph.D. directly after B.E/B.Tech shall be awarded full marks for Post- Graduation.

e) Candidates completing 5 year integrated M.E/M.Tech course where marks for B.E/B.Tech is not given separately, their marking for graduation shall be done on the basis of marks awarded for M.E/M.Tech.

Note

(A) (i) M.Phil + Ph.D - Maximum 15 Marks

(ii) JRF/NET/JET - Maximum 15 Marks

(iii) GATE - Maximum 15 Marks

(iv) In awards category - Maximum 03 Marks

(B) As per sl. No. 1 to 8 of Table – 2 above, merit list will be made and 05 times candidates against each post will be called for document verification. After document verification, amongst the candidates present in document verification 03 times candidates against each post will be called for interview.

(C) Selection of candidates will be done as per the Merit list prepared as per Marks obtained for Academic Record / Achievements and Interview as per ANNEXURE- 4 Table-2 above.

(D) Formula of GATE Percentile :-

$$P = \{\frac{N-R}{N}\} \times 100$$

Where

P= Percentile
N=Number of candidates apeared in the paper.
R= All India Rank in the paper.

Schedule-I **Publication : Maximum 8 Marks**
(i) Published papers in Peer-reviewed or UGC listed journals : max 01 mark per paper.# (ii) Best Paper/ Poster award at a National/International Symposium / Conference: 1 mark/paper or poster (iii) Books with ISBN nos: (a) Authored Book : max 03 marks/book.# (b) Chapter in Edited book : max 0.75 mark / chapter.# #: Marks for joint publication will be calculated in the following manner: a) Joint publication having two authors: Of the total score the first / principal author will get 60% of the maximum marks allotted and the second author will get rest of the 40% of the maximum marks allotted. b) Joint publication having more than two authors: Of the total score the first / principal author will get 50% of the maximum marks allotted, the second author will get 30% of the maximum marks allotted and rest of the others will share equally the 20% of the maximum marks allotted.

Note:

01. विभागान्तर्गत संचालित अभियंत्रण महाविद्यालयों, पोलिटेकनिक संस्थान में संविदा आधारित व्याख्याता/सहायक प्राध्यापक, आवश्यकता आधारित शिक्षक, को उनके सम्बंधित शाखा/विषय हेतु नियुक्ति से सम्बंधित प्रकाशित विज्ञापन में आवेदन करने के लिए Extra weightage का लाभ उक्त तालिका अनुसार अभियंत्रण महाविद्यालय में सहायक प्राध्यापक/कार्यशाला अधीक्षक तथा पोलिटेकनिक संस्थान में व्याख्याता/कार्यशाला अधीक्षक के पद पर नियुक्ति हेतु ही दी जाएगी। यह प्रावधान मात्र वैसे शिक्षकों के लिए हैं, जो विभागान्तर्गत संचालित अभियंत्रण महाविद्यालयों, पोलिटेकनिक संस्थान में संविदा पर या आवश्यकता आधारित शिक्षक के रूप में कार्य कर चुके हैं अथवा कार्यरत हैं। यह प्रावधान एकल अवसर के रूप में इस अधिसूचना के प्रकाशन के उपरान्त शाखा/विषय हेतु नियुक्ति से सम्बंधित प्रकाशित प्रथम विज्ञापन के लिए हैं। भविष्य में उसी शाखा/विषय हेतु नियुक्ति से सम्बंधित प्रकाशित विज्ञापन में संविदा आधारित शिक्षक अथवा अंशकालीन व्याख्याता/सहायक प्राध्यापक को नियुक्ति हेतु Extra weightage का प्रावधान लागू नहीं होगा।

Note for Scheme of Selection:

The process of selection of Assistant Professor/Workshop Superintendent/Assistant Director-Physical Education/Assistant librarian/Associate Professor /Professor/Director in Engineering college and Lecturer/Workshop Superintendent/Assistant Librarian /HoD/ Principal in Polytechnics shall involve the inviting of the application developed by the Jharkhand Public Service Commission (JPSC), based on the Assessment Criteria and Methodology guidelines set out in this rule in ANNEXURE- 4 Table 01 and Table 02 and reprints of all significant publications of the candidates.

Provided that the publications submitted by the candidate have been published during the qualifying period.

1. The Commission shall prepare a merit list in order of preference furnished by the candidate and on the basis of vacancies and reservation roster and shall send recommendation to the appointing authority.

2. Final merit list shall be prepared from the aggregate marks obtained in both academic and interview stages. In the event of total marks obtained from educational qualifications, interview and experience being the same, candidates having higher marks in Post Graduation will be placed higher in the final merit list. In the event of candidate having same educational qualifications marks, candidate who is older in age according to the date of birth will be placed higher in the final merit list.

A. **Selection Criteria (For the post of Associate Professor of Engineering Colleges & HoD in Polytechnics and for the post of Director, Technical Education & Director/Professor of Engineering Colleges & Principal in Polytechnics)**

1. Interview will be of 20 marks
2. Marks obtained for Research Performance as per Table 1 (ANNEXURE- 4) will have a maximum weightage of 80 marks.

B. **Short listing criteria**

If the need arises for the short listing of candidates for interview, it will be done as per the merit list prepared as per Table-3 attached herewith.

Table-3

For the post of Associate Professor of Engineering Colleges & HoD in Polytechnics		
Sl.	**Research Score Range**	**Marks for the obtained research score**
1.	Equal to or more than 300	80
2.	225 to less than 300	70
3.	150 to less than 225	60
4.	75 to less than 150	50
5.	Less than 75	0
For the post of Director, Technical Education & Director/Professor of Engineering Colleges & Principal in Polytechnics		
Sl.	**Research Score Range**	**Marks for the obtained research score**
1.	Equal to or more than 480	80
2.	360 to less than 480	70
3.	240 to less than 360	60
4.	120 to less than 240	50
5.	Less than 120	0

ANNEXURE- 5

Minimum Qualification for Promotions in Engineering College:

Minimum qualification, experience, research contributions, feedback and requisite training requirements for different levels for promotions for the faculty members are as follows.

(a) Qualification for Assistant Professor (Senior Scale, Level- 11, Entry Pay 68,900/-) :

For Promotion of Incumbents -

a. Qualifications prescribed for the post of Assistant Professor

AND

b. Should have completed minimum training requirements as per Annexure – 6.

AND

c. Should have satisfied any one of the below mentioned set of requirements.

Set No.	Additional Qualification	To have acquired in the cadre of Assistant Professor		
		Experience (Years)	Research publications in SCI Journals /UGC /AICTE approved list of Journals	Avg. 360° feedback score (out of 10)
1	-	4	2	8 to 10
2	-	5	1	8 to 10
3	-	5	2	5 to < 8

(b) Qualifications for Assistant Professor (Selection Grade, Level – 12, Entry Pay 79800/-):

For Promotion of Incumbents -

a. Qualifications as prescribed for the post of Assistant Professor (Senior Scale)

AND

b. Should have completed minimum training requirements as per Annexure - 6.

AND

c. Should have satisfied any one of the below mentioned set of requirements.

Set No.	To have acquired in the cadre of Assistant Professor (Senior Scale)			
	Additional Qualification	Experience (Years)	Research publications in SCI journals /UGC/AICTE approved list of Journals	Avg. 360° feedback score (out of 10)
1	-	4	1	8 to 10
2	-	4	2	5 to < 8

(c) Qualifications for Associate Professor (Level – 13A1, Entry Pay 131400/-):

For Promotion of Incumbents

a. Ph. D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

b. Should have completed minimum training requirements as per Annexure – 6.

AND

c. Should have satisfied any one of the below mentioned set of requirements.

Set No.	To have acquired the cadre of Assistant Professor (Selection Grade).		
	Experience (Years)	Research publications in SCI Journals/ UGC/AICTE approved list of Journals	Avg. 360° feedback score (out of 10)
1	3	2	5 to < 8
2	3	1	8 to 10

(d) Qualifications for Professor (Level – 14, Entry Pay 144200/-):
For Promotion of the Incumbents

a. Ph. D. degree in relevant field and First Class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

b. Should have satisfied any one of the below mentioned set of requirements.

Set No.	Ph.D. guided	Total Experience (Years)	To have acquired the cadre of Associate Professor.		
			Experience (Years)	Research publications in SCI Journals /UGC /AICTE approved list of Journals	Avg. 360° feedback score(out of 10)
1	1	15	3	6	8 to 10
2	2	15	3	6	5 to < 8
3	-	16	3	4	8 to 10

Note: 360° Feedback

1. The feedback obtained every year, till the date of eligibility of next stage, shall be taken as an average of all the preceding years added together required for promotions.
2. In case the candidate fails to achieve the maximum feedback score, the subsequent year's may be taken into consideration while dropping the lowest feedback score in any one of the year.

****CALCULATION OF 360° FEEDBACK SCORE as per Annexure – 08**

(e) Minimum Qualifications for Direct Recruitment and promotion of Workshop Superintendent
Initial recruitment of Workshop Superintendent shall be at par with Assistant Professor with the qualification as prescribed for the Assistant Professor in Mechanical/ Production Engineering.
Upward movement and designations shall be as per stage I to stage V of the present notification indicated in Table 1.

Table 1: Stages of Promotion and Designations for Workshop Superintendent

Stage	Designation
Entry Level, Stage-I	Workshop Superintendent
Stage-II	Workshop Superintendent (Senior Scale)
Stage-III	Workshop Superintendent (Selection Grade)
Stage-IV	Associate Professor (Workshop)
Stage-V	Professor (Workshop)

(f) Methodology of Promotion for Assistant Librarians and Assistant Director-Physical Education-
The qualifications for promotions for Assistant Librarians and Assistant Director-Physical Education shall be as per the UGC Notification No. F.1-2/2017(EC/PS) Dated 18th July, 2018.

ANNEXURE- 6

Training Requirements for Promotions of Teachers from all the Disciplines – Engineering College

For Assistant Professor (Senior Scale): Completion of following training requirements at the level of Assistant Professor.

01. Two weeks of Faculty Development Programme (FDP) in the relevant area out of which at least one of the FDP shall be in advanced pedagogy recognised by AICTE / UGC / TEQIP / NITTTR / PMMMNMTT / IISc / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / ITPI / NRCs / ARPIT research organization / other institute of National Importance / Design Studio.

OR

One-week faculty development programme as above and one eight weeks' duration MOOCS course with E-Certification by NPTEL-AICTE

OR

Completed two such eight weeks' duration MOOCS courses with E-Certification by NPTEL-AICTE.

AND

02. Completed minimum two weeks of relevant Industrial Training.

For Assistant Professor (Selection Grade): Completion of following training requirements at the level of Assistant Professor (Senior Scale)

01. Two weeks of Faculty Development Programme (FDP) in the relevant area recognised by AICTE / UGC / TEQIP / NITTTR / PMMMNMTT / IISc / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / ITPI / NRCs / ARPIT / research organization / other institute of National Importance / Design Studio.

OR

One-week faculty development programme as above and one eight weeks' duration MOOCS course with E-Certification by NPTEL-AICTE

OR

Completed two such eight weeks' duration MOOCS courses with E-Certification by NPTEL-AICTE.

AND

02. Completed minimum two weeks of relevant Industrial Training / Professional Training.

For Associate Professor: Completion of following training requirements at the level of Assistant Professor (Selection Grade)

01.Two weeks of Faculty Development Programme (FDP) in the relevant area recognised by AICTE / UGC / TEQIP / NITTTR / PMMMNMTT / IISc / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / ITPI / NRCs / ARPIT / research organization / other institute of National Importance / Design Studio.

OR

One-week faculty development programme as above and one eight weeks' duration MOOCS course with E-Certification by NPTEL-AICTE

OR

Completed two such eight weeks' duration MOOCS courses with E-Certification by NPTEL- AICTE.

AND

02. Completed minimum two weeks of relevant Industrial Training / Professional Training.

ANNEXURE- 07

Minimum Qualification for Promotions in Diploma Institute

Minimum qualification, experience, research contributions, feedback and requisite training requirements for different levels for promotions for the faculty members are as follows.

(a) For Promotion of incumbent Lecturer in Level 9A to Level 10

I. Candidates from technical disciplines shall be placed in Level 10 at suitable cell as and when the candidates acquire the Master's degree in relevant technical discipline.

II. Candidates of Sciences and Humanities shall be placed in Level 10 at suitable cell as and when the candidates clear the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET / SET.

III. In case candidates do not acquire relevant Master's degree in the case of technical disciplines and in case of candidates from Sciences and Humanities do not clear National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET / SET, they shall be placed in appropriate cell of level 10 only after completion of 5 years.

(b) Minimum Qualifications for Lecturer (Senior scale) (Level – 11, Entry Pay 68,900/-)

1. Qualifications as prescribed for the post of Lecturer.

AND

2. Three weeks of industrial training at the level of Lecturer.

AND

3. Two weeks of Faculty Development Programme (FDP) recognised by AICTE/UGC/TEQIP/NITTTR/ Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNMTT)/IISc./IIT /University/Govt. and out of which at least one of the FDPs shall be in advanced Pedagogy

OR

One-week faculty development programme as above and one eight weeks' duration MOOCS course with E-Certification by NPTEL-AICTE.

OR

Completed two such eight weeks' duration MOOCS courses with E-Certification by NPTEL-AICTE.

AND

4. Minimum 5 years of experience and an average 360° feedback score between 8 to 10 on the scale of 10 in the cadre of Lecturer.

OR

Minimum 6 years of experience and an average 360° feedback score between 5 to < 8 on the scale of 10 in the cadre of Lecturer.

(c)Minimum Qualifications for Lecturer (Selection Grade-I) (Level–12, Entry Pay 79800/-)

1. Qualification as prescribed for the post of Lecturer (Senior Scale) necessarily with a Master's Degree in relevant discipline in First Class or equivalent either at Bachelor's or at Master's level.

AND

2. Three weeks of industrial training at the level of Lecturer (Senior Scale)

AND

3. Two weeks of Faculty Development Programme (FDP) recognised by AICTE /UGC/ TEQIP /NITTTR/ Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNMTT)/IISc/IIT /University/Govt.

OR

One-week faculty development programme as above and one eight weeks' duration MOOCS course with E-Certification by NPTEL-AICTE.

OR

Completed two such eight weeks' duration MOOCS courses with E-Certification by NPTEL -AICTE.

AND

4. Minimum 5 years of experience with an average 360° feedback score between 8 to 10 on the scale of 10 in the cadre of Lecturer (Senior Scale).

OR

Minimum 6 years of experience with an average 360° feedback score between 5 to < 8 on the scale of 10 in the cadre of Lecturer (Senior Scale).

(d) Minimum Qualifications for Lecturer (Selection Grade - II) (Level – 13A1, Entry Pay 131400/-)

1. Qualifications as prescribed for the post of Lecturer (Selection Grade - I).

AND

2. Three weeks of industrial training at the level of Lecturer (Selection Grade - I)

AND

3. Two weeks of Faculty Development Programme (FDP) recognised by AICTE/UGC/ TEQIP/NITTTR/Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNMTT)/IISc/IIT /University/Govt.

OR

One-week faculty development programme as above and one eight weeks' duration MOOCS course with E-Certification by NPTEL-AICTE.

OR

Completed two such eight weeks' duration MOOCS courses with E-Certification by NPTEL - AICTE.

AND

4. Ph. D. in relevant discipline with minimum 3 years of experience, 2 research publications in SCI Journals / UGC / AICTE/ CoA/ PCI approved list of Journals and an average 360° feedback score between 8 to 10 on a scale of 10, all in the cadre of Lecturer (Selection Grade - I) Level - 12.

OR

Ph. D. in relevant discipline with minimum 4 years of experience, 2 research publications in SCI Journals / UGC / AICTE. CoA/ PCI approved list of Journals and an average 360° feedback score between 5 to < 8 on a scale of 10, all in the cadre of Lecturer (Selection Grade-I) Level - 12.

OR

Minimum 6 years of experience with an average 360° feedback score between 8 to 10 on a scale of 10, all in the cadre of Lecturer (Selection Grade-I) Level - 12.

OR

Minimum 8 years of experience with an average 360° feedback score between 5 to < 8 on a scale of 10, all in the cadre of Lecturer (Selection Grade-I) Level - 12.

Note: 360°Feedback

1. The feedback obtained every year, till the date of eligibility of next stage, shall be taken as an average of all the preceding years added together required for promotions.
2. In case the candidate fails to achieve the minimum specified feedback score, the subsequent year's may be taken into consideration while dropping the lowest feedback score in any one of the year.

****CALCULATLION OF 360° FEEDBACK SCORE (Polytechnic) - Annexure - 08**

(e) Qualifications for Principal (Level – 13A1, Entry Pay 131400/- with the specialallowance of Rs. 4,500/- per month):

For promotion of the Incumbent:

Ph.D. and First class at Bachelor's or Master's level in the relevant discipline with minimum of 16 years of experience in Teaching / Research/ Industry out of which 5 years shall be at the level of HoD and 3 years shall be post Ph.D. Experience; An average 360° feedback score of 5 to < 8 out of 10 for last 5 years.

OR

First class at Bachelor's or Master's level in the relevant discipline; minimum of 20 years of experience in Teaching / Research/ Industry, out of which 7 years shall be not below the level of HoD. An average 360° feedback score of 8 to 10 out of 10 for last 5 years.

Note:

1. Existing designations pay and scale of incumbent faculty, Head of the Department and Principals shall be protected and may be placed in appropriate cell in the level corresponding to their AGP drawn on 31-12-2015.
2. Lecturer (Selection Grade-II) can be given-charge of HoD on rotation basis as per seniority for three years' subject to availability of vacant posts of HoD.

(f) Minimum Qualifications for Direct Recruitment and promotion of Workshop Superintendent
Initial recruitment of Workshop Superintendent shall be at par with Lecturer with the qualification as prescribed for the Lecturer in Mechanical/ Production Engineering.

Cadre Structure and mode of Appointment

Sr. No.	Designation of Teaching Faculty	Entry Pay (Rs.)	Level	Mode of Appointment
01.	Workshop Superintendent	56,100/-	9A	Direct Recruitment
02.	Workshop Superintendent*	57,700/-	10	Promotion / Direct Recruitment
03.	Workshop Superintendent (Senior Scale)	68,900/-	11	Promotion
04.	Workshop Superintendent (Selection Grade - I)	79,800/-	12	Promotion
05.	Workshop Superintendent (Selection Grade -II)	131,400/-	13A1	Promotion

* Promotion criteria as applicable for the Lecturer in Mechanical/Production Engineering shall be applicable.

(g) Methodology of Promotion for Assistant Librarians -
The qualifications for promotions for Assistant Librarians shall be as per the UGC Notification No. F.1-2/2017(EC/PS) Dated 18th July, 2018.

ANNEXURE- 08

CALCULATION OF 360° FEEDBACK SCORE FOR ENGINEERING COLLEGE AND DIPLOMA

The 360 Degree Score shall be determined on the basis of following parameters.

a. Teaching Process (Maximum Point 25)
b. Students' Feedback (Maximum Point 25)
c. Departmental Activities (Maximum Point 20)
d. Institute Activity (Maximum Point 10)
e. ACR (Maximum Point 10)
f. Contribution to Society (Maximum Point 10)

The candidate shall submit calculation sheet for each academic year to be considered and a summary sheet exhibiting his score on a 10-point scale

a) **Teaching - Process (Maximum Points 25)**
The calculation shall be presented in a table as presented in this Annexure. The table will have the details of courses taught in the academic year in consideration, like Semester, course Code / Name, No. of scheduled classes, actually held classes. The total shall be reduced on 25-point scale.

b) **Students' Feedback (Maximum Points 25)**
The candidate shall submit an average score for each course taught during the academic year under consideration on a scale of 25. The average of the total of all such scores shall be used.

c) **Departmental Activities (Maximum Points 20)**
This section summarizes all the responsibilities assigned by the Head of the Department to a teacher during the academic year under consideration through a proper office order. This may include responsibilities like Lab I/C, Time Table I/C, NBA - AICTE work, sponsored projects, departmental newsletter etc. The candidate will earn 3 points per semester for each activity up to a maximum of 20.

d) **Institute Activity (Maximum Points 10)**
This section summarizes all the responsibilities assigned by the Head of the institute to the candidate during the academic year under consideration through a proper office order. This may include responsibilities like Head of Department, Coordinator, Warden, Training and Placement officer, Estate Officer etc. The candidate will earn 5 points per semester for each activity up to a maximum of 10.

e) **ACR (Maximum points 10)**
ACR maintained at institute level shall have 10 points based on grading.

f) **Contribution to Society (Maximum Points 10)**
The candidate was involved in different initiatives by AICTE. The candidate will earn 5 points per semester for each activity. The claim should be supported by an office order/ official communication from the Head of Institute.
The grand total of points for all academic years shall be converted to a 10 points scale.

Note: **The activities mentioned in above criterion are indicative. Principal / Director / HoD may add or remove some of the activities as per the requirements of the institute after approval of Directorate (Tech. Education).**

Calculation of Credit Points

Name	
Present Position	
Academic Year	
Teaching Process	

A. Teaching Process (Max Point 25)

S. No.	Semester	Course Code/ Name	No. of Scheduled Classes	No. of actually held classes	Points earned	Enclosure No.
1						
2						
Total						

B. Students' feedback (Max Point 25)

S. No.	Semester	Course Code/ Name	Average Student feedback on the scale of 25	Enclosure No.
1				
2				
Total				

C. Departmental Activities (Max credit 20)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure No.
1					
2					
Total			21		

D. Institute Activities (Max Credit 10)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure No.
1					
2					
3					

E. ACRs maintained at institute level (Max Credit 10)

Extraordinary	Excellent	Very Good	Good	Satisfactory
10	9	8	7	5

S. No.	Year	Activity	Credit Point	Criteria	Enclosure No.
1					
2					
	Average				

F. Contribution to Society (Max Credit 10)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure No.
1					
2					

Summary

Summary	Academic Year 1	Academic Year 2	Academic Year 3
A. Teaching Process (Max Points 25)			
B. Students' feedback (Max Points 25)			
C. Departmental Activities (Max Points 20)			
D. Institute Activities (Max Points 10)			
E. ACR (Max Points 10)			
F. Contribution to Society (Max Points 10)			
Total (Max Points 100)			
Total on 10 Point scale			

STUDENT'S FEEDBACK FORM

(To be used by institutions)

Academic Year:		Name of the Faculty	
Course		Semester	
Name & Mobile No. of Student		Date of the feedback	

For getting filled in through student

S. No.	Description	Very Poor	Poor	Good	Very Good	Excellent
		(1)	(2)	(3)	(4)	(5)
1	Has the Teacher covered the entire Syllabus as prescribed by University/ College/ Board?					
2	Has the Teacher covered relevant topics beyond syllabus					
3	Effectiveness of Teacher in terms of :					
	(a)Technical content/course content					
	(b)Communication skills					
	(c)Use of teaching aids					
4	Pace on which contents were covered					
5	Motivation and inspiration for students to learn					
6	Support for the development of Students' skill					
	(i) Practical demonstration					
	(ii) Hands on training					
7	Clarity of expectations of students					
8	Feedback provided on Students' progress					
9	Willingness to offer help and advice to students.					
	Total					

ANNEXURE- 09

Constitution of Screening-cum-Evaluation Committee and Selection Committee for Career Advancement Scheme (CAS) Promotion and direct recruitment.

1) Selection Committees for Director, Assistant Professor, Associate Professor, Professor, Assistant Librarian and Assistant Director-Physical Education for direct recruitment in Engineering Colleges shall be constituted by Jharkhand Public Services Commission.
2) Selection Committees for Lecturer, Lecturer (selection grade II), Workshop Superintendent, Workshop Superintendent (selection grade II), Head of department, Principal and Assistant Librarian in Polytechnic Institutions for direct recruitment shall be constituted by Jharkhand Public Services Commission.
3) Selection Committee for recruitment of Director, Technical Education shall also be constituted by Jharkhand Public Services Commission.
4) For direct recruitment of Director, Technical Education and the above mentioned positions for Government Engineering Colleges and Polytechnic Institutions, Jharkhand Public Services Commission must invite three subject experts, for which the concerned University be involved in the selection process. The list of subject experts duly approved by the Chancellor of the University shall be provided by the concerned University. The subject experts must be the faculty members from the reputed institutions outside the state of Jharkhand. The selection committee shall include at least one member of SC/ST which shall be decided by Jharkhand Public Services Commission. The quorum for Selection Committee constituted for recruitment must include 02 subject experts.
5) For promotions under CAS, for the level of Associate Professor and Professor in Engineering colleges and for Principal, Lecturer (selection grade II) and Workshop Superintendent (selection grade II) in Polytechnic Colleges, the applications shall be forwarded to the Selection Committee of Jharkhand Public Services Commission constituted for promotions after screening by the Screening-cum-Evaluation Committee/ Screening Committee constituted for the said positions. The structure of Screening-cum-Evaluation Committee/ Screening Committee is detailed in sub section 8 hereunder. Jharkhand Public Services Commission shall send its recommendation for promotion to the Department.
6) Jharkhand Public Services Commission shall evaluate the applications forwarded for promotion on the basis of scoring under CAS. The Selection Committee of Jharkhand Public Services Commission shall include at least one member of SC/ST which shall be decided by Jharkhand Public Services Commission. Also, Jharkhand Public Services Commission must invite three subject experts in the selection committee constituted for promotions from the list of subject experts duly approved by the Chancellor of the University which shall be provided by the concerned University.
7) The promotion under CAS in Polytechnic Institutions for Lecturer (Level 10), Lecturer (Senior Scale), Lecturer (selection grade I), Workshop Superintendent (Level 10), Workshop Superintendent (Senior Scale) and Workshop Superintendent (selection grade I) shall be done on the recommendation of "Screening-cum-Evaluation Committee" constituted for Polytechnic Institutions. The "Screening-cum-Evaluation Committee" shall send its recommendation for promotions to the Department.
8) The promotion under CAS in Engineering Colleges for Assistant Professor (Senior Scale), Workshop Superintendent (Senior Scale), Assistant Professor (Selection Grade) and Workshop Superintendent (Selection Grade) shall be done on the recommendation of "Screening Committee" constituted for Engineering Colleges. The "Screening Committee" shall send its recommendation for promotions to the Department.

9) **Structure of of Screening-cum-Evaluation Committee/ Screening Committee**

a) The "Screening Committee" for CAS promotion of all levels in Engineering Colleges shall consist of:

I. The Vice Chancellor or Acting Vice Chancellor of the concerned University, as the Chairperson of the Screening-cum-Evaluation Committee,

II. Head of the concerned department from the College, where there is no HOD, Professor as nominated by the Principal / Director from the same or any other Institution in the jurisdiction of the concerned University, and

III. Two subject experts in the concerned subject nominated by the Vice Chancellor or Acting Vice Chancellor from the University panel of experts approved by the Executive Council.

IV. One nominee of Director, Technical Education

V. One SC/ST member nominated by the Chairperson of "Screening Committee"

b) The "Screening-cum-Evaluation Committee" for CAS promotion of all levels in Polytechnic Institutions shall consist of:

I. Director, Curriculum Development, of the concerned University as the Chairperson of the Screening-cum-Evaluation Committee,

II. Head of the concerned department from the College, where there is no HOD, Professor as nominated by the Principal / Director from the same or any other Institution in the jurisdiction of the concerned University; and

III. Two subject experts in the concerned subject nominated by the Vice Chancellor or Acting Vice Chancellor from the University panel of experts approved by the Executive Council.

IV. One nominee of Director, Technical Education

V. One SC/ST member nominated by the Chairperson of "Screening-cum-Evaluation Committee"

10) The quorum for "Screening-cum-Evaluation Committee" and "Screening Committee" in both categories mentioned above shall be four including one subject expert and nominee of Director, Technical Education.

11) **Cadre Structure and mode of Appointment and Promotion for Polytechnic Institute :**

Sr. No.	Designation of Teaching Faculty	Entry Pay (Rs.)	Level	Mode of Appointment
01.	Lecturer	56,100/-	9A	Direct Recruitment (Selection Committee)
02.	Lecturer	57,700/-	10	Promotion (Screening-cum-Evaluation Committee) / Direct Recruitment (Selection Committee)
03.	Workshop Superintendent	56,100/-	9A	Direct Recruitment (Selection Committee)
04.	Workshop Superintendent	57,700/-	10	Promotion (Screening-cum-Evaluation Committee) / Direct Recruitment (Selection Committee)
05.	Lecturer (Senior Scale)	68,900/-	11	Promotion (Screening-cum-Evaluation Committee)
06.	Workshop Superintendent (Senior Scale)	68,900/-	11	Promotion (Screening-cum-Evaluation Committee)

07.	Lecturer (Selection Grade - I)	79,800/-	12	Promotion (Screening-cum-Evaluation Committee)
08.	Workshop Superintendent (Selection Grade - I)	79,800/-	12	Promotion (Screening-cum-Evaluation Committee)
09.	Lecturer (Selection Grade - II)	131,400/-	13A1	Promotion (Selection Committee)
10.	Workshop Superintendent (Selection Grade -II)	131,400/-	13A1	Promotion (Selection Committee)
11.	Head of Department	131,400/-	13A1	Direct Recruitment (Selection Committee)
12.	Principal	131,400/- + (Special Allowance of Rs. 4500/- Per month)	13A1	Promotion (Selection Committee) / Direct Recruitment (Selection Committee)
13.	Assistant Librarian	56,100/-	9A	Direct Recruitment (Selection Committee)
14.	*Assistant Librarian	57,700/-	10	Promotion (Screening-cum-Evaluation Committee) / Direct Recruitment (Selection Committee)

*For Promotion of Assistant Librarians, the Selection Committe/ Screening-cum-Evaluation Committe will constituted as per the corresponding posts for Lecturers.

12) **Cadre Structure and mode of Appointment and Promotion for Engineering College :**

Sr. No.	Designation of Teaching Faculty	Entry Pay (Rs.)	Level	Mode of Appointment
01.	Assistant Professor	57,700/-	10	Direct Recruitment (Selection Committee)
02.	Workshop Superintendent	57,700/-	10	Direct Recruitment (Selection Committee)
03.	Assistant Professor(Senior Scale)	68,900/-	11	Promotion (Screening Committee)
04.	Workshop Superintendent(Senior Scale)	68,900/-	11	Promotion (Screening Committee)
05.	Assistant Professor(Selection Grade)	79,800/-	12	Promotion (Screening Committee)
06.	Workshop Superintendent (Selection Grade)	79,800/-	12	Promotion (Screening Committee)
07.	Associate Professor	131,400/-	13A1	Promotion (Selection Committee) / Direct Recruitment (Selection Committee)
08.	Associate Professor (Workshop)	131,400/-	13A1	Promotion (Selection Committee)
09.	Professor	1,44,200/-	14	Promotion (Selection Committee) / Direct Recruitment (Selection Committee)
10.	Professor(Workshop)	1,44,200/-	14	Promotion (Selection Committee)
11.	Director	1,44,200/- + (Special Allowance of Rs. 6,750/- Per month)	14	Direct Recruitment (Selection Committee)

12.	*Assistant Librarian	57,700/-	10	Direct Recruitment (Selection Committee)
13.	*Assistant Director- Physical Education	57,700/-	10	Direct Recruitment (Selection Committee)

*For Promotion of Assistant Librarians and Assistant Director- Physical Education, the Selection Committe/ Screening Committe will be constituted as per the corresponding posts for Assistant Professors.

Annexure - 10

Career Advancement Scheme for the Teachers in Engineering and Polytechnic Institutions (AICTE regulation-2012):

1. CAREER ADVANCEMENT SCHEME(CAS)

1.1 A teacher who wishes to be considered for promotion under CAS may submit in writing to the Institute, within three months in advance of the due date, that he/she fulfils all qualifications under CAS and submit to the Institute the Performance Based Appraisal System (PBAS) in a proforma duly supported by all credentials as per the Academic Performance Indicator (API) guidelines (Appendix 1).

1.2 In order to avoid delays in holding Selection Committee meetings in various positions under CAS, the University/ College should immediately initiate the process of screening/selection, and shall complete the process within six months from the date of application. Further, in order to avoid any hardships, candidates who fulfill all other criteria mentioned in these Regulations, can be considered for promotion from the date, on which they fulfill the eligibility conditions.

1.3 Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the Regulations as per Tables II (A and B) of Appendix I or those who obtain less than 50% in the expert assessment of the selection process 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/she is successfully re- assessed.

1.4 For promotions under CAS, for the level of Associate Professor and Professor in Engineering colleges and for Principal, Lecturer (selection grade II) and Workshop Superintendent (selection grade II) in Polytechnic Colleges, the applications shall be forwarded to the Selection Committee of Jharkhand Public Services Commission constituted for promotions after screening by the Screening-cum-Evaluation Committee/ Screening Committee constituted for the said positions. The structure of Screening-cum-Evaluation Committee/ Screening Committee is detailed in sub section 1.8 hereunder.

1.5 Jharkhand Public Services Commission shall evaluate the applications forwarded for promotion on the basis of scoring under CAS. The Selection Committee of Jharkhand Public Services Commission shall include at least one member of SC/ST which shall be decided by Jharkhand Public Services Commission. Also, Jharkhand Public Services Commission must invite three subject experts in the selection committee constituted for promotions from the list of subject experts duly approved by the Chancellor of the University which shall be provided by the concerned University.

1.6 The promotion under CAS in Polytechnic Institutions for Lecturer (Level 10), Lecturer (Senior Scale), Lecturer (selection grade I), Workshop Superintendent (Level 10), Workshop Superintendent (Senior Scale) and Workshop Superintendent (selection grade I) shall be done on the recommendation of "Screening-cum-Evaluation Committee" constituted for Polytechnic Institutions. The "Screening-cum-Evaluation Committee" shall send its recommendation for promotion to the Department.

1.7 The promotion under CAS in Engineering Colleges for Assistant Professor (Senior Scale), Workshop Superintendent (Senior Scale), Assistant Professor (Selection Grade) and Workshop Superintendent (Senior Scale) shall be done on the recommendation of "Screening Committee" constituted for Engineering Colleges. The "Screening Committee" shall send its recommendation for promotion to the Department.

1.8 Structure of of Screening-cum-Evaluation Committee/ Screening Committee

a) The "Screening Committee" for CAS promotion of all levels in Engineering Colleges shall consist of:

I. The Vice Chancellor or Acting Vice Chancellor of the concerned University, as the Chairperson of the Screening-cum-Evaluation Committee,
II. Head of the concerned department from the College, where there is no HOD, Professor as nominated by the Principal / Director from the same or any other Institution in the jurisdiction of the concerned University, and
III. Two subject experts in the concerned subject nominated by the Vice Chancellor or Acting Vice Chancellor from the University panel of experts approved by the Executive Council.
IV. One nominee of Director, Technical Education
V. One SC/ST member nominated by the Chairperson of "Screening Committee"

b) The "Screening-cum-Evaluation Committee" for CAS promotion of all levels in Polytechnic Institutions shall consist of:

I. Director, Curriculum Development, of the concerned University as the Chairperson of the Screening-cum-Evaluation Committee,
II. Head of the concerned department from the College, where there is no HOD, Professor as nominated by the Principal / Director from the same or any other Institution in the jurisdiction of the concerned University; and
III. Two subject experts in the concerned subject nominated by the Vice Chancellor or Acting Vice Chancellor from the University panel of experts approved by the Executive Council.
IV. One nominee of Director, Technical Education
V. One SC/ST member nominated by the Chairperson of "Screening-cum-Evaluation Committee"

1.9 The quorum for "Screening-cum-Evaluation Committee" and "Screening Committee" in both categories mentioned above shall be four including one subject expert and nominee of Director, Technical Education.

1.10 The Screening-cum-Evaluation Committee/Screening Committee on verification / evaluation of API score secured by the candidate through the 'PBAS' methodology and as per the minimum requirement specified in Tables II and III of Appendix I for each of the cadre of Assistant Professor/Lecturer/workshop superintendent as applicable, shall recommend to the Department about the suitability for the promotion of the candidate(s) under CAS for implementation.

1.11 All the selection procedures outlined above, shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with PBAS scoring proforma and recommendation made on the basis of merit and duly signed by all members of the selection committee in the minutes.

1.12 CAS promotion, being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert to its original cadre.

1.13 The incumbent teacher must be on the roll and active service of the Universities / Colleges on the date of consideration by the Selection Committee for Selection / CAS Promotion.

1.14 Candidates shall offer themselves for assessment for promotion, if they fulfil the minimum API scores indicated in the appropriate API system tables by submitting an application and the required PBAS proforma. They can do so three months before the due date of the promotion if they consider themselves eligible.

1.15 In the final assessment, if the candidates do not either fulfill the minimum API scores in the criteria as per PBAS proforma or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year.

1.16 If a candidate applies for promotion immediately on completion of the minimum eligibility period and is successful, the date of promotion will be made applicable from the date of completion of minimum period of eligibility.

1.17 If, however, the candidate finds that he / she fulfils the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from the date of application.

1.18 If the candidate does not succeed in the first assessment, but succeeds in the subsequent assessment, his / her promotion will be deemed to be from the later date of successful assessment.

2. Stages of Promotion under Career Advancement Scheme:

2.1 For Assistant Professors/Associate Professors/Professors :

2.1.1 Entry level Assistant Professors (Stage 1) would be eligible for promotion under the Career Advancement Scheme (CAS) through two successive stages (stage 2 and Stage 3), provided they are assessed to fulfill the eligibility and performance criteria as laid down in next clause.

2.1.2 The PBAS based on the API scores of categories I and II as mentioned in the tables of Appendix 1 is to be implemented for one year, initially based on the existing systems in / Colleges for one year only with the minimum annual scores as depicted in Table II (a) and II (b) for College teachers. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2016, one year API scores for 2015-16 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2017, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.

2.1.3 Assistant Professor, possessing Ph. D Degree in the relevant discipline shall be eligible, for moving to the next higher grade of Rs.7000 (stage 2) after completion of four years service as Assistant Professor.

2.1.4 Assistant Professor possessing M. Phil Degree or a Post-Graduate Degree in professional courses, approved by the relevant statutory body, shall be eligible for the next higher grade of Rs.7000 (stage 2) after completion of five years service as Assistant Professor.

2.1.5 Assistant Professor who does not have Ph.D. or M.Phil or a Master's Degree in the relevant professional course, shall be eligible for the next higher grade of Rs.7000 (stage 2) only after completion of six years service as Assistant Professor.

2.1.6 The upward movement from the entry level grade (stage 1) to the next higher grade of Rs.7000 (stage 2) for all Assistant Professors shall be subject to their satisfying the API based PBAS conditions.

2.1.7 Assistant Professor who has completed five years of service in the grade of Rs.7000 (stage 2) shall be eligible, subject to meeting the API based PBAS requirements laid down by these Regulations, to move up to next higher grade of Rs.8000 (stage 3).

2.1.8 Assistant Professor completing three years of teaching in the grade of Rs.8000 (stage 3) shall be eligible, subject to the qualifying conditions and the API based PBAS requirements prescribed by these Regulations, to move to the Pay Band of Rs.37400-67000 with next higher grade of Rs. 9000 (stage 4) and to be designated as Associate Professor. However those joining the Service after 5th March 2010 shall have also earned Ph. D in addition to above mentioned requirements to move to the stage 4.

2.1.9 Associate Professor completing three years of service in stage 4 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and be placed in the next higher grade of Rs.10000 (stage 5) subject to following:

(a) satisfying the required credit points as per API based PBAS requirements as provided in Tables of Appendix 1; and

(b) an assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor.Provided that no teacher other than those with a Ph.D shall be promoted or appointed as Professor.

2.2 Stage of Promotion Under Career Advancement Scheme of Incumbent and Newly Appointed Lecturer : as per AICTE Regulations, 2012 (Diploma) :

2.2.1 Entry level Lecturer (stage 1) would be eligible for promotion under the career advancement scheme (CAS) through three successive stages (stage 2, stage 3 and stage 4), provided they are assessed to fulfil the eligibility and performance criteria as laid down in next clause.

2.2.2 The PBAS based on the API scores of categories I and II as mentioned in the tables of Appendix 1 is to be implemented for one year, initially based on the existing systems in / Colleges for one year only with the minimum annual scores as depicted in Table II (a) and II (b) for College teachers. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2016, one year API scores for 2015-16 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2017, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.

2.2.3 Incumbent and newly recruited Lecturer, possessing Ph. D. Degree in the relevant discipline shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 6000 (stage 1) and eligible, for moving to the next higher grade of Rs.7000 (stage 2) as Lecturer (Senior Scale) after completion of four years service as Lecturer.

2.2.4 Incumbent and newly recruited Lecturer possessing M. Phil Degree or a Post-Graduate Degree in professional courses approved by the relevant statutory body shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 6000 (stage 1) and eligible for moving to the next higher grade of Rs.7000 (stage 2) as Lecturer (Senior Scale) after completion of five years service as Lecturer.

2.2.5 Incumbent and newly recruited Lecturer with B.E. / B. Tech qualification in appropriate branch / discipline either entering the teaching profession newly or Lecturers already in service in Polytechnic Institutions shall be designated as Lecturer and shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 5400 and

will move to AGP of Rs. 6000 on completion of Master's qualification in appropriate branch / discipline. Further, Incumbent and newly recruited Lecturer who do not have Ph.D. or a Master's degree in the relevant branch / discipline of a program shall be eligible for the AGP of Rs. 7,000 (stage-2) as Lecturer (Senior Scale) only after completion of 9 years service as Lecturer.

2.2.6 The upward movement from the entry level grade (stage 1) to the next higher grade of Rs.7000 (stage 2) as Lecturer (Senior Scale) for all Lecturers shall be subject to their satisfying the API based PBAS conditions laid down by the AICIE.

2.2.7 Lecturer (Senior Scale) who has completed five years of service in the grade of Rs 7000 (stage 2) shall be eligible subject to meeting the API based PBAS requirements laid down by these Regulations, to move up to next higher grade of Rs 8000 (stage 3) as Lecturer (Selection Grade) in Pay Band of Rs. 15600-39100.

2.2.8 Lecturer (Selection Grade) completing three years of teaching in the grade of Rs.8000 (stage 3) shall be eligible subject to the qualifying conditions and the API based PBAS requirements prescribed by these Regulations, to move to the Pay Band of Rs.37400-67000 with next higher grade of Rs.9000 (stage 4) and to be re-designated as Lecturer (Selection Grade). However, those joining the Service after 5th March 2010 shall have also earned Ph. D in addition to above mentioned requirements to move to the stage 4 subject to following.

(a) Satisfying the required credit points as per API based PBAS requirements as provided in Tables of Appendix 1 and

(b) An assessment by a duly constituted Selection Committee as suggested for the direct recruitment of Head of Department.

2.2.9 Head of the Department (HOD)/Lecturer (Selection Grade), completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D Degree in the relevant discipline shall be eligible, subject to other conditions of academic performance as laid down by the AICTE, shall be placed in Rs. 37400-67000 with AGP of Rs. 10000 (stage 5).

APPENDIX -I

TABLE-I

PROPOSED SCORES FOR ACADEMIC PERFORMANCE INDICATORS (APIs) IN CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF COLLEGE (ENGINEERING & POLYTECHNIC) TEACHERS

CATEGORY I : TEACHING, LEARNRNG AND EVALUATION RELATED ACTIVITIES

Brief Explanation : Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; (b) domain knowledge; (c) participation in examination and evaluation; (d) contribution to innovative teaching, new courses, etc. The minimum API score required by teachers from this category is 75. The self-assessment score should be based on objectively verifiable criteria wherever possible and will be finalized by the screening/selection committee.

Sl. No.	Nature of Activity	Maximum Score
1.	Lectures, seminars, tutorials, practicals, contact hours undertaken as percentage of lectures allocated	50
2.	Lectures or other teaching duties in excess of the AICTE 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, etc.	20
5.	Examination duties (Invigilation; question paper setting, evaluation/ assessment of answer scripts) as per allotment.	25
	Total Score	**125**
	Minimum API Score Required	**75**

Note: Lectures and tutorials allocation to add up to the AICTE norm for particular category of teacher. State Government may prescribe minimum cut-off (net of due leave), say 80%, for 1 above, below which no scores may be assigned in these sub-categories.

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

Brief Explanation: Based on the teacher's self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. The minimum API required by teachers for eligibility for promotion is 15. A list of items and proposed scores is given below. It will be noticed that all teachers can earn scores from a number of items, whereas some activities will be carried out only by one or a few teachers. The list of activities is broad enough for the minimum API score required (15) in this category to accrue to all teachers. As before, the self-assessment score should be based on objectively verifiable criteria and will be finalized by the screening/selection committee.

The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

Sl. No.	Nature of Activity	Maximum 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 counseling).	20
2	Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities.	15
3	Professional Development activities (such as participation in seminars, conferences, short term training courses, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below) :	15
	Total Score	**50**

	Minimum API Score Required	**15**

CATEGORY III : RESEARCH AND ACADEMIC CONTRIBUTIONS

Brief Explanation: Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API score required by teachers from this category is different for different levels of promotion in Colleges. The self-assessment score will be based on verifiable criteria and will be finalized by the screening/selection committee.

Sl. No.	APIs	Engineering	Faculties of Languages Humanities / Social Sciences / Management	Max. points for College teacher position
III (A)	Research Papers published in:	Refereed Journals *	Refereed Journals*	15 / publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN number.	Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10 / Publication
		Seminar/ Conference proceedings as full papers, etc. (Abstracts not to be included)	Conference proceedings as full papers, etc. (Abstracts not to be included)	International 10/ publication National 5 / publication
III (B)	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer reviews stem	Text or Reference Books Published by International Publishers with an established peer review s stem	50 /sole author; 10/chapter in an edited 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/chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	Subject Books by Other local publishers with ISBN/ISSN numbers.	15 / sole author, and 3/ chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers	Chapters contributed to edited knowledge based volumes published by International Publishers	10 / Chapter
		Chapters contributed to edited knowledge based volumes published by International directories Publishers Chapters in knowledge based volumes by India / National level publishers with ISBN/ISSN numbers and with numbers of national and international	Chapters in knowledge based volumes in Indian /National level publishers with ISBN / ISSN numbers and with numbers of national and international directories	5 / Chapter
III (C)	RESEARCH PROJECTS			

III (C) (i)	Sponsored Projects carried out/ ongoing	Major Projects amount mobilized with grants above Rs. 30.0 lakh	Major Projects amount mobilized with grants above Rs. 5.0 lakh	20/each Project
		Major Projects amount mobilized with grants above Rs. 5.0 lakh up to Rs. 30.00 lakh	Major Projects Amount mobilized with minimum of Rs.3.00 lakh up to Rs.5.00 lakh	15 /each Project
		Minor Projects (Amount mobilized with grants above Rs.50,000 up to Rs.5 lakh)	Minor Projects (Amount mobilized with grants above Rs.25,000 up to Rs.3 lakh)	10/each Project
III (C) (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.3.00 lakh	Amount mobilized with minimum of Rs. 1.0 lakh	10 per every Rs.3.0 lakh and Rs. 1.0 lath, respectively
III (C) (iii)	Complete projects Quality Evaluation	Completed project Report (Acceptance from funding agency)	Completed project report (Accepted by funding agency)	20 leach major project
				10 / each minor Project
III (C) (iv)	Projects Outcome / Outputs	Major policy document of Govt. Bodies at Central and State level Patent/ Technology transfer/ Product/ Process	Major Policy document of Govt. Bodies at Central and State level Patent/ Technology transfer/ Product/Process	30 /each national level output or patent
				50 /each for International level
III (D)	RESEARCH GUIDANCE			
III (D) (i)	M.Phil./ ME/ M.Tech	Degree awarded only	Degree awarded only	3 / each candidate
III (D) (ii)	Ph.D	Degree awarded	Degree awarded	10/eachCandidate
		Thesis submitted	Thesis submitted	7 /each candidate
III (E)	TRAINING COURSES AND CONFERENCE /SEMINAR / WORKSHOP PAPERS			
III (E) (i)	Attended Refresher courses, Methodology workshops, Training, Teaching Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	Not less than two weeks Duration	Not less than two weeks duration	20/each
		One week duration	One week duration	10/each
III (E) (ii)	Papers in Conferences/Seminars/ Workshops, etc. **	Participation and Presentation of research papers (oral/poster) in	Participation and Presentation of research papers (oral/poster) in	
		a)International conference	a) International conference	15 / each

		b) National	b) National	10 / each
		c) Regional/State level	c) Regional /State level	5 /each
		d) Local-College level	d) Local - College level	3 / each
III (E) (iv)	Invited lectures or presentations for conferences / Symposia	(a) International	(a) International	10 / each
		(b) National level	(b) National level	5 / each

* 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.

** 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)).

Notes : 1. It is incumbent on the Coordination Committee proposed in these Regulations and the to prepare and publicize within six months subject-wise lists of journals, periodicals and publishers under categories III A and B. Till such time, screening/selection committees will assess and verify the categorization and scores of publications.

2. 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 total score, if the number of authors are more, then the first two authors would share equally 60% of the total points and the remaining authors would share equally 40% of the points.

TABLE - II (A)					
MINIMUM APIs AS PROVIDED IN TABLE - I					
TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN COLLEGES, AND WEIGHTAGES FOR EXPERT ASSESSMENT					
		Lecturer : (Stage 1 AGP 5400/6000 to Stage 2 AGP 7000)	**Lecturer : (Stage 2 AGP 7000 to Stage 3 AGP 8000)**	**Lecturer : (Stage 3 AGP 8000 to Stage 4 AGP 9000)**	**Lecturer: (Stage 4 AGP 9000 to stage 5, PB4, AGP 10000)**
I	Teaching learning, Evaluation Related Activities (category I)	75/Year	75/Year	75/Year	75/Year
II	Co-curricular, Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III)	10/Year (40/assessment Period)	20/Year (100/assessment Period)	30/Year (90/assessment Period)	40/Year (120/assessment Period)
V	Expert Assessment System	Screening-cum-Evaluation Committee	Screening-cum-Evaluation Committee	Selection Committee	Selection Committee
	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% Contribution to Research 50% - Assessment of domain knowledge and teaching practices. 20% Interview performance	50% Contribution to Research 30% - Assessment of domain knowledge and teaching practices. 20% Interview performance

TABLE - II (B)

MINIMUM APIs AS PROVIDED IN TABLE - I

TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN COLLEGES, AND WEIGHTAGES FOR EXPERT ASSESSMENT

		Assistant Professor : (Stage 1 AGP 6000 to Stage 2 AGP 7000)	**Assistant Professor : (Stage 2 AGP 7000 to Stage 3 AGP 8000)**	**Assistant Professor (Stage 3) to Associate Professor (Stage 4)**	**Associate Professor (Stage 4)to Professor (Stage 5)**	**Professor (Stage 5)to Professor (Stage 6)**
I	Teaching learning, Evaluation Related Activities (category I)	75/Year	75/Year	75/Year	75/Year	75/Year
II	Co-curricular, Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III)	10/Year (40/assessment Period)	20/Year (100/assessment Period)	30/Year (90/assessment Period)	40/Year (120/assessment Period)	50/Year (500/assessment Period)
V	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee	Selection Committee
	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% Contribution to Research 50% - Assessment of domain knowledge and teaching practices. 20% Interview performance	50% Contribution to Research 30% - Assessment of domain knowledge and teaching practices. 20% Interview performance	50% Contribution to Research 50% - Performance Evaluation and other credential by referral procedure.

Explanatory note for Tables II (A) and II (B)		
1.	If a teacher is eligible for CAS promotion in 2016, one year API scores for 2015-16 alone will be required for assessment. In case of a teacher becoming for CAS promotion in 2017, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.	
2.	As shown in Table II, the aggregate minimum API score required can be earned from any of the two broad categories, subject to the minimum prescribed in each category. This will provide for due weightage to teachers who contribute additionally through any of the components given in Categories I and II, also for the differing nature of contributions possible in different institutional settings.	
3.	For Category III - (research and academic contributions), maintenance of past record is done on a normal basis by teachers and hence no difficulty is envisaged in applying the API scores for this category for the entire assessment period. In this category, an aggregate minimum score is required for promotion over each stage. Alternatively, a teacher should acquire the required minimum aggregate score over two previous stages, taken together.	
4.	Candidates should offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in Tables I and II, by submitting an application and the required proforma. They can do so three months before the due date, if they consider themselves eligible. Candidates who do not consider themselves eligible, can also apply at a later date.	
5.	If, however, on final assessment, candidates do not either fulfill the minimum criteria under Rows III and IV of Tables II (A) and II (B) or obtain less than 50% in the expert assessment, they will be reassessed only after a minimum period of one year.	
6.	a.	If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be deemed to be the minimum period of eligibility.
	b.	If, however, the candidate finds that she / he fulfills the eligibility conditions at a later date and applies on that date and is successful, her / his promotion will be deemed to be from that date of application.
	c.	If the candidate does not succeed in the first assessment, but succeeds in an eventual assessment, her / his promotion will be deemed to be from the later date.

Table : III (A)			
MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF TEACHERS IN ENIGINEERING COLLEGES			
Sl. No.	Promotion of Teachers through CAS	Service requirement	Minimum Academic Performance Requirements and Screening / Selection Criteria
1.	Assistant Professor/ equivalent cadres from Stage 1 to stage 2	Assistant Professor in Stage and completed four years of service with Ph.D. or five years of service who are with M.Phil/PG Degree in Professional Courses as LLM, M.Tech, or six years of service who are without Ph.D /M.Phil /PG Degree in Professional Courses	(i) Minimum API scores using PBAS scoring proforma developed by the concerned University as per the norms provided in Table II (A) / II (B) of Appendix I. (ii) One Orientation and one Refresher / Research Methodology Course of 2/3 weeks duration approved or conducted by AICTE / Central Govt. / State Govt. /TEQIP / CIIILP/ISTE/ NITTTR /IIT/ DTE / SBTE / University, etc. (iii) Screening cum Verification process for recommending promotion.
2.	Assistant Professor/ equivalent cadres from Stage 2 to Stage 3	Assistant Professor with completed service of five years in Stage 2.	(i) Minimum API scores using the PBAS scoring proforma developed by the concerned University as per the norms provided in Table II(A) / II(B) of Appendix I (ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching Learning Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration approved or conducted by AICTE / Central Govt. / State Govt. TEQIP / CIILP / ISTE/ NITTTR / IIT / DTE / SBTE / University , etc. (iii) Screening cum Verification process for recommending promotion.
3.	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professors with three years of completed service in Stage 3	(i) Minimum API scores using the PBAS scoring proforma developed by the concerned University as per the norms provided in Table IIA / II(B) of Appendix I. (ii) At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication will be given to M. Phil. holders and an exemption of two publications will be given to Ph. D. holders. (iii) One course / programme from among the categories of methodology workshops, Training, Teaching Learning- Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration approved or conducted- by AICTE/Central / State Govt/ TEQIP / CIIILP/ISTE/ / IIT / DTE / SBTE / University, etc. (iv) A selection committee process as stipulated in these Regulations and in Tables II(A) and II (B) of Appendix I.
4.	Associate Professor (Stage 4) Professor/ equivalent cadres (Stage 5)	Associate Professor with three years of completed service in Stage 4.	(i) Minimum yearly /cumulative API scores using the PBAS scoring proforma developed by the concerned University as per the norms provided in Table II (A) / II (B) of Appendix I. Teachers may combine two assessment periods (in Stages 2 and 3) 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) A selection committee process as stipulated in this Regulation and in Tables II(A) and II (B) of Appendix 1.
5.	Professor (Stage 5) to Professor (Stage 6)	Professor with ten years of completed service (Universities only)	(i) Minimum yearly /cumulative API scores for the assessment period as per the norms provided in Table II (A) of Appendix I (ii) Additional credentials are to be evidenced by: (a) postdoctoral research outputs of high standard; (b) awards / honours / recognitions / patents and IPR on products and processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.B., etc., (iii) A review process by an Expert Committee as stipulated in this Regulation and in Tables II (A) and II(B) of Appendix 1.
*	For teachers seeking promotion under CAS to Associate Professor, for those who on the date of this notification are Assistant Professors in Stage 2, the existing requirement of Ph.D. or equivalent publications will continue to apply. In case, some teachers do not also meet this criteria, the selection committee may give due weightage to criteria mentioned in Appendix I , Categories I and II. For all others who enter Stage 2, subsequent to this notification, the requirement of three publications, as defined in these Regulations, will be applicable.		
Note	For Universities/Colleges for which Sixth PRC Awards are applicable, Stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of Rs.6000, 7000, 8000, 9000, 10000 and 12000 respectively.		

TABLE: III (B)			
MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF TEACHERS IN POLYTECHNICS			
Sl. No.	**Promotion of Teachers through CAS**	**Service requirement**	**Minimum Academic Performance Requirements and Screening/Selection Criteria**
1.	Lecturer from Stage 1 to Stage 2	Lecturer in Stage I and completed four years of service with Ph.D. or five years of service who are with M.Phil PG Degree in Professional Courses such as LLM, M.Tech, or six years of service who are without Ph.D / M.Phil (PG Degree in Professional Courses	(i) Minimum API scores using PBAS scoring proforma developed by the concerned State Government as per the norms provided in Table II (A) / II (B) of Appendix I. (ii) One Orientation and one Refresher / Research Methodology Course of 2/3 weeks duration approved or conducted by AICTE / Central Govt. / State Govt. /TEQIP / CIIILP/ ISTE/ NITTTR / IIT / DTE / SBTE / University, etc. (iii) Screening-cum-Verification process for recommending promotion.
2.	Lecturer from Stage 2 to Stage 3	Lecturer with completed service of five years in Stage 2.	(i) Minimum API scores using the PBAS scoring proforma developed by the concerned State Government as per the norms provided in Table II (A) / II (B) of Appendix I. (ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching Learning Evaluation Technology Programmes, Soft Skills development Programmes and Faculty development Programmes of 2/3 week duration approved or conducted by AICTE / Central Govt. / State Govt. /TEQIP / CIIILP / ISTE/ NITITR / IIT/ DTE / SBTE / University etc. (iii) Screening-cum-Verification process for recommending promotion.
3.	Lecturer (Stage 3) to (Stage 4)	Lecturer with three years of completed service in Stage 3.	(i) Minimum API scores using the PBAS scoring proforma developed by the concerned State Government as per the norms provided in Table II (A) / II (B) of Appendix I. (ii) At least three publications in the entire period as Lecturer (twelve years). However, in the case of College teachers, an exemption of one publication will be given to M. Phil. holders and an exemption of two publications will be given to Ph.D. holders. (iii) One course / programme from among the categories of methodology workshops, Training, Teaching Learning- Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration approved or conducted by AICIE/Central / State Govt. /FEQIP / CIIILP/ISTE/ NITTTR / IIT / DTE / SBTE / University, etc.

			(iv) A selection committee process as stipulated Tables II (A) and II (B) of Appendix I.
4.	Lecturer (Stage 4) to (Stage 5)	Lecturer with three years of completed service in Stage 4.	(i) Minimum yearly /cumulative API scores using the PBAS scoring proforma developed by the concerned State Government as per the norms provided in Table II (A) / II (B) of Appendix I. Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required. (i) A minimum of three publications since the period that the teacher is placed in Stage 4. (ii) A selection committee process as stipulated in in Tables II (A) and II (B) of Appendix I.

State Government of _____

Annual Self-Assessment for the Performance Based Appraisal System (PBAS)

Session / Year _____

(To be completed and submitted at the end of each academic year)

PART A
(GENERAL INFORMATION)

1.	Name (in Block Letters)	:	
2.	Father's Name / Mother's Name / Husband's Name	:	
3.	Department	:	
4.	Current Designation & Grade Pay	:	
5.	Date of last Promotion	:	
6.	Address for correspondence (with Pin code)	:	
7.	Permanent Address (with Pin code, Telephone No. & E-mail)	:	
8.	Whether acquired any degree or fresh academic qualifications during the year :	:	
9.	Academic Staff College Orientation / Refresher Course attended during the year :	:	

Name of the Course / Summer School	Place	Duration	Sponsoring Agency

PART B
(ACADEMIC PERFORMACE INDICATORS)

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

CATEGORY I

TEACHING, LEARNING AND EVALUATIN RELATED ACTIVITIES

(I) Lectures, Seminars, Tutorials, Practicals, Contact Hours (give semester-wise details, where necessary)

Sl. No.	Course / Paper	Level	Mode of Teaching*	No. of Classes per week allotted	No. of Classes conducted	% of classes / practicals taken as per documented record

* Lecture (L), Seminar (S), Tutorial (T), Practical (P), Contact Hours (C)

		API Score
(a)	Classes Taken (max. 50 for 100% performance & Proportionate score up to 80% performance, below which no score may be given)	
(b)	Teaching Load in excess of AICTE norm (max. score : 10)	

(ii) Reading / Instructional material consulted and additional knowledge resources provided to students

Sl. No.	Course / Paper	Consulted	Prescribed	Additional Resource Provided

API score based on Preparation and imparting of knowledge / instruction as per curriculum & syllabus enrichment by providing additional resources to students (max. Score : 20)	API Score

(iii) Use of Participatory and Innovative Teaching-Learning Methodologies, Updating of Subject Content, Course Improvement, etc.

Sl. No.	Short Description	API Score
	Total Score (max Score : 20)	

(iv) Examination Duties Assigned and Performed

Sl. No.	Type of Examination Duties	Duties Assigned	Extent to which carried out (%)	API Score

	Total Score (max Score : 25)			

CATEGORY II CO-CURRICULA, EXTENSION, PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES			
Please mention your contribution to any of the following :			
Sl. No.	Type of Activity	Average Hrs. / Week	API Score
	(i) Extension, Co-curricular &field based activities		
	Total (max. : 20)		
	(ii) Contribution to Corporate Life and Management of the Institution	Yearly / Semester wise responsibilities	API Score
	Total (max. : 15)		
	(iii) Professional Development Activities		
	Total (max. : 15)		
	Total Score (i+ ii + iii) (max. : 25)		

CATEGORY III
(RESEARCH, PUBLICATIONS AND ACADEMIC CONTRIBUTIONS)

A) Published Papers in Journals

Sl. No.	Title with Page Nos.	Journal	ISSN/ISBN No.	Whether peer reviewed, impact factor, if any	No. of co-authors	Whether you are the main author	API Score

B (i) Articles / Chapters published in Books

Sl. No.	Title with Page Nos.	Book Title, editor & publisher	ISSN/ISBN No.	Whether peer reviewed	No. of co-authors	Whether you are the main author	API Score

(ii) Full Papers in Conference Proceedings

Sl. No.	Title with Page Nos.	Details of Conference Publication		ISSN/ISBN No.	No. of co-authors	Whether you are the main author	API Score

(iii) Books Published as single author or as editor

Sl. No.	Title with Page Nos.	Type of Book & Authorship	Publisher & ISSN/ISBN No.	Whether peer reviewed	No. of co-authors	Whether you are the main author	API Score

iii (C) Ongoing and Completed Research Projects and Consultancies

(c) (i& ii) Ongoing Projects / Consultancies

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

(c) (iii & iv) Completed Projects / Consultancies

Sl. No.	Title	Agency	Period	Grant/ Amount Mobilized (Rs. Lakh)	Whether policy document /patent as outcome	API Score

(D) Research Guidance

Sl. No.	Number Enrolled	Thesis Submitted	Degree awarded	API Score

M.E./M.Tech./Master in appropriate field				
Ph. D. or equivalent				

(E) (i) Training Courses, Teaching-Learning-Evaluation Technology Programmes, Faculty Development Programmes (not less than one week duration)

Sl. No.	Programme	Duration	Organised by	API Score

(E) (ii) Papers presented in Conferences, Seminars, Workshops, Symposia

Sl. No.	Title of the paper presented	Title of Conference / Seminar	Organised by	Whether international / national / state / regional / College or University level	API Score

E (iii) Invited Lectures and Chairmanships at national or International conference/seminar, etc.

Sl. No.	Title of Lecture / Academic Session	Title of Conference / Seminar etc,	Organised by	Whether international / national	API Score

IV. SUMMARY OF API SCORES

Sl. No.	Criteria	Last Academic Year	Total-API Score for Assessment Period	Annual Av. API Score for Assessment Period
I	Teaching, Learning and Evaluation related activities			
II	Co-curricular, Extension, Professional development, etc.			
	Total (I + II)			
III	Research and Academic Contribution			

PART C : OTHER RELEVANT INFORMATION

Please give details of any other credential, significant contributions, awards, received, etc. not mentioned earlier.

Sl. No.	Details (Mention Year, value etc. where relevant)			

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

Sl. No.		Sl. No.	
1.		6.	
2.		7.	
3.		8.	

4.		9.	
5.		10.	

I certify that the information provided is correct as per records available with the State Government and/or documents enclosed along with the duly filed PBAS proforma.

Signature of the faculty with

Designation, Place & Date

Signature of HOD/School

Chairperson/Principal

N.B. The Annual Self-Assessment proforma duly filled along with all enclosures, submitted for CAS promotions will be verified by the State Government/College and information filed with the IQAC.

Instructions for Filing up Part B of the PBAS Proforma

Part B of the Proforma is based on the AICTE Regulations 2010. It is to be filled out for the recently completed academic year.

The proforma is to be filled as per these tables and self-assessment scores given. For each category, maximum scores that can be given or carried forward is indicated in the Table.

The self-assessment scores are further to be based on the indicators/activities given below. Universities may modify the detailed indicators and related scores based on their experience and requirement without changing the score requirements assigned to categories and sub-categories in Appendix III, Table 1.

N.B. : The self-assessment scores are subject to verification by the State Government/College, and by the Screening- cum-Verification Committee or Selection Committee as the case may be.

I	Teaching and Evaluation Related Performance :			
			Indicators/ Activities	Maximum Score
	(i)	(a)	Lectures/Practicals/Tutorials/Contact classes taken should be based on verifiable records. No score should be assigned if a teacher has taken less than (say) 80% assigned classes. Universities may give allowance for periods of leave where alternative teaching arrangements would ordinarily be made. Maximum score if there is 100% achievements	50
		(b)	If teacher has taken classes exceeding AICTE norm, then two point to be assigned for each extra hour of classes	10
	(ii)	Imparting of knowledge/instruction vis-a-vis with the prescribed material (Text book / Manual, etc.) and methodology of the curriculum (100% compliance = 20 points)		20

	(iii)	Use of Participatory and Innovative Teaching-Learning Methodologies, Updating of Subject Content, Course Improvement, etc.		
		Updating of courses, design of curriculum, (5-single course)		10
		Preparation of resource material, fresh reading materials, Laboratory manuals, etc.		10
		Use of innovative teaching-learning methodologies; use of ICT; updated subject content and course improvement.		10
		a.	ICT Based Teaching material: 10 points/each	
		b.	Interactive Courses : 5 points/each	
		c.	Participatory Learning modules : 5 points/each	
		Developing and imparting Remedial/Bridge Courses and Counselling modules (Each activity : 5 points)		10
		Developing and imparting son skills/communication skills/personality development courses/modules (Each activity : 5 points)		10
		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 (Each activity : 5 points)		10
		Organizing and conduction of popularization programmes/training courses in computer assisted teaching/web-based learning and e-library skills to students		10
		a.	Workshop/Training course : 10 points each	
		b.	Popularization program : 5 points each	
		Maximum Aggregate Limit		20
	(iv)	Examination Related Work		
		College/ State Government end semester/Annual Examination work as per duties allotted. (Invigilation 10 points, Evaluation of answer scripts - 5 points; Question paper setting - 5 points). (100% compliance = 20 points)		20
		College/ State Government examination/Evaluation responsibilities for internal/ continuous assessment work as allotted compliance = 10 points)		10
		Examination work such as coordination, or flying squad duties, etc. (maximum of 5 or 10 depending upon intensity of duty) (100% compliance = 10 points)		10
		Maximum Aggregate Limit B (iv)		25
II	Co-curricular, Extension and Profession Related Activities and Participation in the Corporate Life of the Institution			
	(i)	Extension and Co-curricular Related Activities		
		Institutional Co-curricular activities for students such as field studies/educational tours, industry-imparting training and placement activity (5 point each)		10

		Positions held/Leadership role played in organization linked with Extension Work and National service Scheme (NSS), NCC or any other similar activity (Each activity 10 points)		10
		Students and Staff Related Socio-Cultural and Sports Programmes, campus publications (department level 2 points, institutional level 5 points).		10
		Community work such as values of National Integration, secularism, democracy, socialism, humanism, peace, scientific temper; flood or, drought relief, small family norms, etc. (5 points each)		10
		Maximum Aggregate Limit		20
	(ii)	Contribution to Corporate Life and Management of the Institution		
		Contribution to Corporate life in Universities/Colleges through meetings, popular lectures, subject related events, articles in College magazine and State Government volumes (2 point each).		10
		Institutional Governance responsibilities like, Vice Principal, Dean, Director, Warden, Bursar, School Chairperson, IQAC coordinator (10 points each)		10
		Participation in committees concerned with any aspect of departmental or institutional management such as admission committee, campus development, library committee (5 point each).		10
		Responsibility for, or participation in committees for Students Welfare, Counselling and Discipline (5 each)		10
		Organization of Conference/Training: International (10 points); national/regional (5 points)		10
		Maximum Aggregate Limit		15
	(iii)	Professional Development Related Activities		
		Membership in profession related committees at state and national level		10
		a.	At national level : 3 points each	
		b.	At state level : 2 points each	
		Participation in subject associations, conferences, seminars without paper presentation (Each activity:2 point)		10
		Participation in short term training courses less than one week duration in educational technology, curriculum development, professional development, Examination reforms, Institutional governance (Each activity : 5 points)		10
		Membership/participation in Bodies/ Committees on Education and National Development (5 each)		10
		Publication of articles in newspapers, magazine or other publications (not covered in category 3); radio talks, etc. (1 point each).		10
		Maximum Aggregate Limit		15
III	RESEARCH, PUBLICATIONS AND ACADENAC CONTRIBUTIONS			

	This is to be filled as per the AICTE Regulations, 2010. Wherever the research contribution is jointly made, the API scores should be shared between the contributors as per the formula provided in the Table 1.	
	iii.	Summary of API Scores
	The summary must take into account the maximum score limits for each set of indicators.	

झारखण्ड राज्यपाल के आदेश से

ह0/–
(राहुल कुमार पुरवार)
सरकार के प्रधान सचिव।

ज्ञापांकः–HTESDSec3/05-4/2020/HTESD /रांची, दिनांकः–
प्रतिलिपिः–अधीक्षक, राजकीय मुद्रणालय, डोरण्डा, रांची को राजकीय गजट के अगले अंक में प्रकाशनार्थ प्रेषित। मुद्रित नियमावली की 100 प्रतियां उच्च एवं तकनीकी शिक्षा विभाग, झारखण्ड को उपलब्ध कराने का निदेश दिया जाता है।
2. ई–गजट के विभागीय नोडल पदाधिकारी को सूचनार्थ एवं ई–गजट में प्रकाशनार्थ प्रेषित।

ह0/–
सरकार के प्रधान सचिव।

ज्ञापांकः–HTESDSec3/05-4/2020/HTESD /रांची, दिनांकः–
प्रतिलिपिः–महालेखाकार, झारखण्ड, रांची को सूचनार्थ प्रेषित।

ह0/–
सरकार के प्रधान सचिव।

ज्ञापांकः–HTESDSec3/05-4/2020/HTESD-173 /रांची, दिनांकः–19.02.2024
प्रतिलिपिः–विभागीय (मुख्य) मंत्री के प्रधान सचिव/मुख्य सचिव के विशेष कार्य पदाधिकारी/सभी विभागीय अपर मुख्य सचिव/प्रधान सचिव/सचिव, झारखण्ड/सचिव, झारखण्ड लोक सेवा आयोग, रांची/निदेशक, तकनीकी शिक्षा/कुलसचिव, झारखण्ड प्रौद्योगिकी विश्वविद्यालय, राँची/निदेशक/प्रभारी प्राचार्य, राजकीय अभियंत्रण महाविद्यालय, झारखण्ड/प्राचार्य/प्रभारी प्राचार्य, सभी राजकीय पोलिटेकनिक/राजकीय महिला पोलिटेकनिक संस्थान, झारखण्ड/श्री कुमार चंदन, MIS Officer, विभागीय ई–गवर्नेंस कोषांग को सूचनार्थ प्रेषित।

19.2.24
सरकार के प्रधान सचिव।