**MINIMUM SERVICE REQUIREMENTS AND ACADEMIC PERFORMANCE FOR PROMOTION UNDER CAS FOR DIRECTORS OF PHYSICAL EDUCATION AND SPORTS IN THE UNIVERSITY**

| **S.No** | **Post** | **Service requirement** | **Minimum Academic Performance Requirements and Screening/Selection Criteria** | **Promotion criteria** |
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| 1 | University Assistant Director of Physical Education and Sports (Academic Level 10) to University Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11) | 1. He/she has completed four years of service with a Ph.D degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil degree or six years of service for those without an M.Phil or Ph.D degree
 | 1. He/she has attended one Orientation course of 21 days’ duration; and
2. He/she has done any one of the following:
3. Completed Refresher / Research Methodology Course/ workshop,
4. Training Teaching – Learning - Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration
5. Taken/developed one MOOCs course (with e-certification).
 | 1. He/she gets a ‘satisfactory‘ or ‘good‘ grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be; and
2. The promotion is recommended by a screening-cum-evaluation committee
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| 2 | University Assistant Director of Physical Education and Sports (Senior Scale / Academic Level 11) to University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12) | 1. He/she has completed five years of service as University Assistant Director of Physical Education and Sports (Senior Scale / Academic Level 11)
 | 1. He/she has done any two of the following in the last five years:
2. Completed one course / programme from among the categories of refresher courses, research methodology workshops,
3. Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration,
4. Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration,
5. Taken/developed one MOOCs course in the relevant subject (with e-certification).
 | 1. He/she gets a ‘satisfactory‘ or ‘good‘ grade in the annual performance assessment reports of at least four out of the last five years’ of the assessment period, and;
2. The promotion is recommended by a screening-cum-evaluation committee
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| 3 | University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12) to University Deputy Director of Physical Education and Sports (Academic Level 13A) | 1. He/she has completed three years of service as University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12)
 | 1. He/she has done any one of the following during last three years:
2. Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop,
3. Teaching-Learning- Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
4. Taken / developed one MOOCs course in relevant subject (with e-certification).
 | 1. He/she gets a ‘satisfactory‘ or ‘good‘ grade performance assessment reports of at least two out of the last three years of the assessment period and;
2. The promotion is recommended by a selection committee constituted in accordance with these Rules
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| 4 | University Deputy Director of Physical Education and Sports (Academic Level 13A) to University Deputy Director of Physical Education and Sports (Academic Level 14) | 1. He/she has completed three years of service as University Deputy Director of Physical Education and Sports (Academic Level 13 A)
2. A Ph.D in Physical Education or Physical Education and Sports or Sports Science
 | 1. He/she has done any one of the following during last three years:
2. Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop,
3. Teaching- Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
4. Taken / developed one MOOCs course in relevant subject (with e-certification).
5. Evidence of organising competitions and coaching camps of at least two weeks duration.
6. Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-University / combined University, etc.
 | 1. He/she gets a ‘satisfactory‘ or ‘good‘ grade performance assessment reports of at least two out of the last three years of the assessment period and;
2. The promotion is recommended by a selection committee constituted in accordance with these Rules
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**ASSESSMENT CRITERIA AND METHODOLOGY FOR DIRECTORS OF PHYSICAL EDUCATION AND SPORTS IN THE UNIVERSITY**

| **S. No.** | **Activity** | **Grading Criteria** |
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| 1 | Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend. | **Good** - 90 and above **Satisfactory** - Above 80 but below 90**Not satisfactory -**Less than 80  |
| 2. | Organizing intra college competition | **Good** - Intra college competition in more than 5disciplines.**Satisfactory** - Intra college competition in 3-5 disciplines.**Unsatisfactory** - Neither good nor satisfactory. |
| 3. | Institution participating in external competitions | **Good** - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines.**Satisfactory**- State level competition in at least one discipline plus district level competition in at least 3 disciplines.OrDistrict level competition in at least 5 disciplines.**Unsatisfactory** - Neither good nor satisfactory. |
| 4. | Up-gradation of sports and physical training infrastructure with scientific and technological inputs.Development and maintenance of playfields and sports and physical Education facilities. | **Good/Satisfactory/Not-Satisfactory** To be assessed by the Promotion committee. |
| 5. | 1. At least one student of the institution participating in national/ state/ University (for college levels only) teams. Organizing state/national/inter University/inter college level competition.
2. Being invited for coaching at state/national level.
3. Organizing at least three workshops in a year.
4. Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.
 | **Good -** Involved in any two activities. **Satisfactory -** 1 activity**Not Satisfactory-** Not involved/ undertaken any of the activities. |
| Overall Grading | **Good:** Good in Item 1 and satisfactory/good in any two other items.**Satisfactory:** Satisfactory in Item 1 and satisfactory/good in any other two items. **Not Satisfactory:** If neither good nor satisfactory in overall grading. |
| **Note:**1. It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.
2. The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee.
3. The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.
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**PROMOTION CRITERIA FOR DIRECTORS OF PHYSICAL EDUCATION AND SPORTS UNDER CAS IN THE UNIVERSITY**

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| **S.No.** | **Criteria**  | **University Assistant Director of Physical Education and Sports (Academic Level 10 to Academic Level 11)** | **University Assistant Director of Physical Education and Sports (Academic Level 11 to Academic Level 12)** | **University Assistant Director of Physical Education and Sports to University Deputy Director of Physical Education and Sports (Academic Level 12 to Academic Level 13A)** | **University Deputy Director of Physical Education and Sports****(Academic Level 13A) to University Deputy Director of Physical Education and Sports****(Academic Level 14)** |
| 1 | Assessment (Activity and Grading criteria) (Minimum Requirement) | ‘Satisfactory‘ or ‘Good‘ grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be. | ‘Satisfactory‘ or ‘Good‘ grade in the annual performance assessment reports of at least four of the last five years of the assessment period.  | ‘Satisfactory‘ or ‘Good‘ grade in the annual performance assessment reports of at least two of the last three years of the assessment period. | ‘Satisfactory‘ or ‘Good‘ grade in the annual performance assessment reports of at least two of the last three years of the assessment period. |
| 2 | Academic / Research Score (Minimum Requirement) | -- | -- | -- | -- |
|  | Expert assessment system | Screening and Evaluation Committee | Screening and Evaluation Committee | Selection Committee | Selection Committee |

**ASSESSMENT FOR THE PROMOTION OF DIRECTORS OF PHYSICAL EDUCATION AND SPORTS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN THE UNIVERSITY**

**(for Academic Level 13A and 14)**

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| **Assessment Criteria and Methodology** |
| **Activities** | **Promotion to Academic level** **13A** | **Promotion to Academic level** **14** |
| Assessment (Grading criteria) | ‘Satisfactory‘ or ‘Good‘ grade | ‘Satisfactory‘ or ‘Good‘ grade |

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| **Assessment** | **Promotion to Academic level** **13A** | **Promotion to Academic level** **14** |
| Interview | Interview |
| **Marks** | 20 | 20 |