

**PANJAB UNIVERSITY, CHANDIGARH**

**PBAS Proforma (based on UGC Regulation 2010 (4<sup>th</sup> Amendment 2016) for promotion under UGC Career Advancement Scheme (CAS) for promotion of College Librarian of Govt. and Privately Management Govt Aided Colleges/Institutes situated at Punjab affiliated to Panjab University, Chandigarh.**

**Application for promotion from: College Librarian from Stage-1 to Stage-2;  
College Librarian from Stage-2 to Stage-3;  
College Librarian from Stage -3 to Stage-4.**

(Please indicate whichever is applicable)

Assessment period from \_\_\_\_\_ to \_\_\_\_\_

Promotion form Stage \_\_\_\_\_ to Stage \_\_\_\_\_

Name of the Institution/College: \_\_\_\_\_

Total API Score Calculated:							
Session	Assessment Year	Assessment Year	Assessment Year	Assessment Year	Assessment Year	Assessment Year	Assessment Year
Category-I							
Category-II (Cumulative)	Assessment Period form _____ to _____						
Category-III (Cumulative)							
Total(Cat.-II+III) (Assessment period )							

1	Name (in Block Letters)	:
2	Father's Name	:
3	Mother's Name	:
4	Date and Place of Birth	:
5	Gender	:
6	Marital Status	:
7	Nationality	:
8	Indicate whether belongs to PH/ SC/ ST/ OBC category	:
9	Address for correspondence (with Pin code)	:
10	Permanent Address (with Pin code)	:
11	Contact Number	:
12	E-Mail	:
13	Current Designation & Grade Pay	:
14	Date of Last Promotion	:
15	Which position and grade pay are you an applicant under CAS?	:
16	Date of eligibility for promotion	:

**17. Academic Qualifications (Matric onwards)(Please attach relevant certificates for Academic Qualification) on Page No(s):**

Examination	University	Year	% of marks obtained	Division	Distinction
Matric					
Intermediate (10+2)					
B.A./B.Sc./B.Com.					
B.Lib.I.Sc./BLIS/B.Lib.					
M.Lib.I.Sc./MLIS/M.Lib.					
M.A./M.Sc./M.Com.					
M.Phil.					
Ph.D./D.Phil.					
D.Sc./D.Litt.					
Other Exams (if any)					

**18. Record of academic service prior to joining Current Institution please attach relevant certificates of service experience**

Institution	Designation	Essential qualifications for the post at the time of appointment	Nature of appointment (Regular/ Fixed term/ Temporary/ Adhoc)	Nature of Duties	Pay- Scale	Date of Joining	Date of Leaving	Reasons of Leaving

Please Indicate, whether in previous service(attach certificate from previous employer) on Page No(s):

- The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC (Yes/No).
- The post is/was in an equivalent grade or of the pre-revised scale of pay (Yes/No).
- Whether applied through proper channel.
- Whether possess the same minimum qualifications as prescribed by the UGC for appointment to the post.
- The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University/State Government/Central Government/Concerned Institution, for such appointments.
- The previous appointment was not as temporary/contractual for any duration, or an ad-hoc or in a leave vacancy of less than one year duration. Ad-Hoc or temporary service of more than one year duration can be counted provided that:
  - The period of service was of more than one year duration;
  - The incumbent was appointed on the recommendation of duly constituted Selection Committee; and
  - The incumbent was selected to the permanent post in continuation to the ad hoc or temporary service, without any break.
- No distinction should be made with reference to the nature of management of the institution where previous service was rendered (private/ local body/ Government), To be considered for counting past service under this clause.

**19. Record of service in Current Institution/ College (Attach relevant documents) on Page No(s).**

Designation	Essential qualifications for the post at the time of appointment	Nature of appointment (Regular/ Fixed term/Temporary/ Adhoc)	Nature of Duties	Pay-Scale	Date of Actual joining	Total period Yr. M. Days

20. Work Experience excluding years spent in M.Phil./Ph.D. (in Years)

21. Fields of Specialization

- 
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22. UGC-HRDC/MHRD Orientation/Refresher Course/ Training Course attended:

Nature of the Course/s	Place	Duration	Sponsoring Agency

(Attach certificates) on Page No(s).

23. Special contribution, recognition, Achievement or any other relevant information (Attach annexure) on Page No(s):

24. FUTURE PLANS (Please provide a brief resume of your future plans)

Signature of Applicant

Date \_\_\_\_\_

**COUNTERSIGNED**  
College Principal/ Head of the Institution  
(Office Stamp)

**CATEGORY I: Procurement, organization, and delivery of knowledge and information through Library services.**

Nature of activity	Type of activities Performed per year	Max. Score	Actual score year wise to be filled by the applicant (Actual hours spent per academic year ÷ 20)						Final score (Year wise) verified by Screening-cum-evaluation committee					
<p><b>a)</b> Library resources organization and maintenance of books, journals, reports; Provision of library reader-services, literature retrieval services to researchers and analysis of reports; Provision of assistance to the departments of College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters, etc. <b>(40 Points)</b></p> <p>Development, organization and management of e-resources including their accessibility over Intranet/Internet, digitization of library resources, e-delivery of information, etc <b>(15 Points)</b></p> <p>User awareness and instruction programmes (Orientation lectures, users' training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources, etc. <b>(15 Points)</b></p>		<b>70</b>												
Nature of activity	Type of activities Performed per year	Max. Score	Actual score year wise to be filled by the applicant (Actual hours spent per academic year ÷ 10)						Final score (Year wise) verified by Screening-cum-evaluation committee					
<p><b>b)</b> ICT and other new technologies' application for upgradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management</p>		<b>15</b>												
Nature of activity	Type of activities Performed per year	Max. Score	Actual score year wise to be filled by the applicant (Actual hours spent per academic year ÷ 10)						Final score (Year wise) verified by Screening-cum-evaluation committee					
<p>c).Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms</p>		<b>15</b>												
<b>Total score (a+b+c)</b>		<b>100</b>												

\*For library related activities performed by the applicant attach relevant supporting documents duly certified by the head of the Institution/Principal mentioning Page No(s).

**Category II: PROFESSIONAL DEVELOPMENT, CO- CURRICULAR AND EXTENSION ACTIVITIES.**

Category	Nature of activity	Type of activities/ Performed per year	Max. API Score	Actual score year wise to be filled by the applicant (Actual hours spent per academic year ÷ 10)						Final score (Year wise) verified by Screening cum-evaluation committee					
a)	Student related co-curricular, extension and field based activities (such Cultural exchange and Library service Programmes (various level of extramural and intramural programmes); extension, library-literary work through different channels.		15												
b)	Contribution to Corporate life and management of the library units and institution through participation in library and administrative committees and responsibilities.		15												
c)	Professional Development activities (such as participation in seminars, conferences, short term, e- library training courses, workshops and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)		15												
<b>Total score (a+b+c)</b>															

\* For library related activities performed by the applicant attach relevant supporting documents duly certified by the head of the Institution/ Principal, mentioning Page No(s).

**CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS**

ASSESSMENT PERIOD W.E.F \_\_\_\_\_ TO \_\_\_\_\_

**III. (A) Research papers published in Journals**

S.N.	Title with page no.	Name of Journal	Refereed/ Other Reputed Journals as notified by the UGC#	Impact factor	No. of Co-authors	Whether you are the First and Principal/ Corresponding author/ mentor OR other Author	Enclosures: Pl. mention page number(s) of application form where proof is attached	API Score claimed by the candidate	API Score to be given by screening -cum evaluation committee
<b>Total API Score</b>									

**III. B Publications other than journal articles (Book, chapters in books)**

S.N.	Title with page no.	Book Title & publisher	ISBN	Type of Book (Text/ Reference/ Subject/ Chapter in Books)	Govt. Publication (State / Central Govt)	Publisher (International /National/ Local) Publisher	No. of Co-authors and Date of Publication	Enclosures: Pl. mention page number(s) of application form where proof is attached	API Score claimed by candidate	API score to be given by screening cum evaluation committee
<b>Total API score</b>										

**III (C) Research Projects**

**III. C (i) Sponsored Projects**

S.N.	Title	Agency	Period		Major (>5 Lac.)	Major (3 to 5 Lac.)	Minor (1 to 3 Lac.)	Enclosures: Pl. mention page number(s) of application form where proof is attached	API Score claimed by candidate	API score to be given by Screening cum-evaluation committee
			From	To						
<b>Total score</b>										

**III. C (ii) Consultancy Projects**

S.N.	Title	Agency	Period		Amount Mobilized (Minimum Rs. 2 Lacs)	Whether Policy Documents / Patent as outcome	Enclosures: Pl. mention page number(s) of application form where proof is attached	API Score claimed by candidate	API score to be given by Screening cum-evaluation committee
			From	To					
<b>Total score</b>									

**III. C (iii) Projects outcome /outputs** (Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies)

S.N.	Project Output/ Outcome	Agency	International/ National /State/ Local bodies	Enclosures: Pl. mention page number(s) of application form where proof is attached	API Score claimed by candidate	API score to be given by screening committee
<b>Total Score</b>						

Total API scores in III (C) (i, ii & iii) =

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**III.(D) (i) Awards/ Fellowships**

S.N.	Award Title	Name of the Awarding Body	Year	Type of fellowships/ Award i. International Award fellowship from academic bodies/ association ii. National Award fellowship from academic bodies/ association iii. State University Award fellowship from academic bodies/ association	Enclosures: Pl. mention page number(s) of application form where proof is attached	API Score claimed by candidate	API score to be given by Screening cum-evaluation committee
<b>Total Score</b>							

*The Score under this sub-category shall be restricted to 20% of the minimum fixed for category III for any assessment period.*

**III(D) (ii) Invited lecturers/paper presented in conferences / seminars**

Title	Place	Type of event Workshop/ Conference/ Seminar/ Invited Talk, etc	Level of the Event (International/ National/state/ University/Local)	Enclosures: Pl. mention page number(s) of application form where proof is attached	API Score claimed by candidate	API score to be given by Screening cum-evaluation committee

*The Score under this sub-category shall be restricted to 20% of the minimum fixed for category III for any assessment period.*

**III (E) Development of e delivery process/ material (10 per module)**

S.N.	Title and Complete details	Enclosures: Pl. mention page number(s) of application form where proof is attached	API Score claimed by candidate	API score to be given by screening committee

**Total Score of Category III:**

<b>Claimed by the Applicant:</b>	<b>Given by the Screening cum evaluation Committee</b>

**Minimum total API score under category II & III (combined)**

90/Assessment period: eligible for promotion as College Librarian from Stage-1 to Stage-2;  
 120/Assessment period: eligible for promotion as College Librarian Stage-2 to Stage-3;  
 150/Assessment period: eligible for promotion as College Librarian Stage-3 to Stage-4.

Summary of API Score												
	Score Claimed by the Candidate						Score Verified by the Screening committee at college/Institute level					
API Score during the assessment period in category I	Year Wise						Year wise					
Cumulative API Score during the assessment period in category II												
Cumulative API Score during the assessment period in category III												
Cumulative Total API Score during the Assessment period in Category II & III (combined)												

Certified that information given above is true and correct to the best of my knowledge and I shall be responsible for any misrepresentation of the facts.

Signature

Date \_\_\_\_\_

**Remarks by the Screening Committee at College/Institute Level**

Eligible	Not eligible	Date of eligibility to be mentioned as per norms

**Signatures of Screening Committee members at College/Institute level:**

SN	Name	Designation	Remarks if Any	Signature

**Score given by the Screening cum Evaluation/Selection Committee**

Summary of API Score												
	Score Claimed by the Candidate						Score Verified by the Screening cum-evaluation committee					
API Score during the assessment period in category I	Year Wise						Year wise					
Cumulative API Score during the assessment period in category II												
Cumulative API Score during the assessment period in category III												
Cumulative Total API Score during the Assessment period in Category II & III (combined)												

**Signatures of Screening cum Evaluation/Selection Committee**

<b>Sr. No.</b>	<b>Name</b>	<b>Designation</b>	<b>Remarks if any</b>	<b>Signature</b>
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				

**GUIDELINES AS PER UGC REGULATIONS 2010 (4<sup>th</sup> Amendment 2016) applicable for librarians**

**ACADEMIC PERFORMANCE INDICATORS (API) FOR PROMOTIONS OF COLLEGE LIBRARIANS UNDER CAREER ADVANCEMENT SCHEME (CAS).**

**General Guidelines**

Direct Work load and weightage to be given to different levels of Librarians

	Direct working hours per week	Weightage
College Librarian	40	100

Based on the Librarian Cadre's self-assessment, API scores are proposed for:

- a) Library resources organization and maintenance of books, journals, reports, Development, organization and management of e-resources; User awareness and instruction programmes,
- b) ICT and other new technologies' application for upgradation of library services and
- c) Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms. The minimum API score required by Library Personnel from this category is different for different levels of promotion. The self assessment score should be based on objectively verifiable records. It shall be finalized by the screening cum evaluation/selection committee.

**Guidelines for Category-I**

**CATEGORY I: Procurement, organization, and delivery of knowledge and information through Library services**

Nature of Activity	College Librarian (Stage 1 to 2)		College Librarian (Stage 2 to 3)		College Librarian (Stage 3 to 4)	
	Max. Score	Actual Score	Max. Score	Actual Score	Max. Score	Actual Score
a) Library resources organization and maintenance of books, journals, reports; Provision of library reader-services, literature retrieval services to researchers and analysis of reports; Provision of assistance to the departments of College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters, etc. <b>(40 Points)</b> Development, organization and management of e-resources including their accessibility over Intranet/Internet, digitization of library resources, e-delivery of information, etc <b>(15 Points)</b>  User awareness and instruction programmes (Orientation lectures, users' training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources, etc. <b>(15 Points)</b>	<b>70</b>	Actual hours spent per academic year ÷ <b>20</b>	<b>70</b>	Actual hours spent per academic year ÷ <b>20</b>	<b>60</b>	Actual hours spent per academic year ÷ <b>20</b>
b) ICT and other new technologies' application for upgradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management	<b>15</b>	Actual hours spent per academic year ÷ <b>10</b>	<b>15</b>	Actual hours spent per academic year ÷ <b>10</b>	<b>15</b>	Actual hours spent per academic year ÷ <b>10</b>
c). Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms	<b>15</b>	Actual hours spent per academic year ÷ <b>10</b>	<b>15</b>	Actual hours spent per academic year ÷ <b>10</b>	<b>15</b>	Actual hours spent per academic year ÷ <b>10</b>

## Guidelines for Category-II

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

Based on the Librarian Cadre's self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of College Librarians.

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

Nature of Activity	Maximum API Score	Actual score
a) Student related co-curricular, extension and field based activities (such Cultural exchange and Library service Programmes (various level of extramural and intramural programmes); extension, library-literary work through different channels.	15	Actual hours spent per academic year ÷ 10
b) Contribution to Corporate life and management of the library units and institution through participation in library and administrative committees and responsibilities.	15	Actual hours spent per academic year ÷ 10
c) Professional Development activities (such as participation in seminars, conferences, short term, e- library training courses, workshops and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15	Actual hours spent per academic year ÷ 10

## Guidelines for Category-III

### Category-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the librarians self-assessment, API scores are proposed for research and academic contributions. The minimum API scores required for librarians from this category are different for different levels of promotion in colleges libraries. The self-assessment score shall be based on verifiable records and shall be finalized by the Screening cum Evaluation Committee for the promotion of Librarian to higher grades and Selection Committee (depending upon the stage for which the applicant has submitted the CAS form)

Category	Activity	College Librarians	Max.score*
III(A)	Research Publications in	Refereed Journals as notified by the UGC#	25 per Publication
		Other Reputed Journals as notified by the UGC#	10 per Publication
III(B)	**Publications other than journal articles (books, chapters in books)	Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	30 per Book for Single Author
		Subject Books, published by National level publishers with ISBN/ISSN number or State / Central Govt Publications as approved by the University and posted on its website. The List will be intimated to UGC.	20 per Book for Single Author
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	15 per Book for Single Author
		Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	International – 10 per Chapter National – 5 per Chapter
III (C)	<b>RESEARCH PROJECTS</b>		
III (C) (i)	Sponsored Projects	Major Projects with grants above Rs.5 lakhs	20 per Project
		Major Projects with grants above Rs.3 lakhs upto Rs.5 lakhs	15 per Project
		Minor Projects with grants above Rs.1 lakh upto Rs.3 lakhs	10 per Project
III (C) (ii)	Consultancy Projects	Amount mobilized with a minimum of Rs.2 lakhs	10 for every Rs.2 lakhs
III (C) (iii)	Projects Outcome /Outputs	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central/State Govt./Local Bodies	Major policy document of International bodies - 30 Central Government – 20, State Govt.-10 Local bodies – 5
IIID	<b>Awards/ Fellowships/ Invited lectures delivered /papers presented in conferences/ seminars</b>		

III(D)(i)	Award / Fellowship	International Award/Fellowship from academic bodies/ associations	15 per Award/ 15 per Fellowship
	Award / Fellowship	National Award/ Fellowship academic bodies/ associations	10 per Award/ 10 per Fellowship
	Award/ Fellowship	State/University Award/Fellowship from academic bodies/associations	5 Per Award
III(D)(ii)	Invited lectures/ papers presented	International	7 per lecture/ 5 per paper presented
		Nationallevel	5 per lecture /3 per paper presented
		State/University level	3 per lecture/2 per paper presented
	The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period		
III(D)(iii)	Development of e-delivery process/material		10 per module

\* Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1- 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 20 points; (v) papers with impact factor above 10 by 25 points. The API for joint publications shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned librarian, the First and Principal / corresponding author/supervisor / mentor would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

#The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the "List of Journals" notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-moto, recommend journals for inclusion in the "List of Journals". The clause 6.0.5 (i) will be strictly followed by the University.

\*\* Book publishers listed in the approved publishers (<https://libraryscience.puchd.ac.in/show-noticeboard.php?nbid=11>) available in the departmental web Site (Department of Library and Information Science or Dean Research and Development Cell, Panjab University, Chandigarh.

**TABLE-I**

**MINIMUM APIs FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF COLLEGE LIBRARIAN AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES, IN COLLEGES**

Category	Activity	College Librarian (Stage1to Stage2)	College Librarian (Stage2to Stage3)	College Librarian(Stage3)to College Librarian (Stage 4)
I	Procurement, organization, and delivery of knowledge and information through Library services	80/Year	80/year	75/year
II	Professional Development and Extension activities - Minimum score required to be assessedcumulatively	50/ Assessment period	50/ Assessment period	50 / Assessment period
III	Research and Academic Contributions – Minimum Score required - to be assessedcumulatively	20/ Assessment period	50/ Assessment period	75 / Assessment period
II+III	Minimum total API score under Categories II and III*	90/ Assessment period	120/ Assessment period	150/ Assessment period
	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee
IV	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening cum-evaluation committee to verify API scores	No separate points. Screening cum-evaluation committee to verify API scores	30%- Library related research papers evaluation 50% Assessment of domain knowledge on Library Automation and Organizational skills 20%- Interview performance services 20% Interview performance

\*One may score the balance points from either Category II or Category III to achieve the minimum score required under Category II+ III.

**TABLE II**

**MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF COLLEGE LIBRARIANS.**

Sl.No.	Promotion of Librarian Cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Stage1 to Stage2	College Librarian completed four years of service in Stage 1 with Ph.D. or five years of service with M.Phil. Or six years of service without Ph.D./ M.Phil	<ul style="list-style-type: none"> <li>i. Minimum API scores using PBAS scoring proforma developed by the university as per the norms provided in Table I for college Librarian cadres.</li> <li>ii. One Orientation and one Refresher Course of 3/4 weeks duration</li> <li>iii. Screening cum Verification process for recommending promotion.</li> </ul>
2.	Stage 2 to Stage 3	College Librarian with completed service of five years in Stage 2	<ul style="list-style-type: none"> <li>i. Minimum API scores using the PBAS scoring proforma developed by University as per the norms provided in Table I for college librarian cadres.</li> <li>ii. Additionally, two refresher courses, for a minimum period of 3 to 4 week duration to have been under gone during the assessment period.</li> <li>iii. Screening cum Verification process for recommending promotion.</li> </ul>
3.	Stage3 to Stage4	College Librarian (Selection Grade) with three years of completed service in (Stage 3)	<ul style="list-style-type: none"> <li>i. Minimum API scores using the PBAS scoring proforma developed by university as per the norms provided in Table I. Three publications over twelve years. In Colleges, an exemption of one publication will be given to M.Phil holders and two publications to Ph.D. Holders.</li> <li>ii. Additionally one course/ training under the categories of Library automation/ Analytical tool Development for academic documentation.</li> <li>iii. A selection committee process as stipulated in the Regulation and in Table I</li> </ul>