

# Minimum Requirements for CAS under UGC Scheme

(PLACEMENT OF TEACHERS- As per PBAS guidelines by DTE dated 20sept2019)

## OPTION A

(for all faculties including physical education)

PLACEMENT OF TEACHERS- As per PBAS guidelines by DTE dated 20sept2019					
Sl.No	Placement of Teachers through CAS	Assessment Period	Orientation /Refresher Courses	Promotion Criteria	Recommended by
1	Assistant Professor Stage 1 to Stage 2- (AGP 6000 to AGP 7000)	With PhD -4 years With MPhil-5years Others-6 years	Refer 3.1 of PBAS guidelines	'Satisfactory' or 'Good' in annual performance assessment reports	Screening cum Evaluation Committee
2	Assistant Professor Stage 2 to Stage 3(AGP 7000 to AGP 8000)	5 years	Refer 3.2 of PBAS guidelines	'Satisfactory' or 'Good' in annual performance assessment reports	Screening cum Evaluation Committee
3	Assistant Professor Stage 3 to Associate Professor Stage 4 (AGP 8000 to AGP 9000)	3 years (PhD degree mandatory)	Refer 3.3 of PBAS guidelines	'Satisfactory' or 'Good' in annual performance assessment reports	Selection Committee

***\*Requirement of completion of Orientation and Refresher courses for promotion due under CAS within the assessment period shall not be mandatory up to 31/12/2018***

## OPTION B

(for all faculties including physical education)

Sl.No	Placement of Teachers through CAS	Assessment Period	Orientation /Refresher Courses	Minimum no of publication	Promotion Criteria (Score)	Recommended by
1	Assistant Professor Stage 1 to Stage 2- (AGP 6000 to AGP 7000)	With PhD -4 years With MPhil- 5years Others-6 years	Refer 4.1 of PBAS guidelines	Nil	20/assessment period	Screening cum Evaluation Committee
2	Assistant Professor Stage 2 to Stage 3(AGP 7000 to AGP 8000)	5 years	Refer 4.2 of PBAS guidelines	Nil	50/assessment period	Screening cum Evaluation Committee
3	Assistant Professor Stage 3 to Associate Professor Stage 4 (AGP 8000 to AGP 9000)	3 years	Refer 4.3 of PBAS guidelines	3 publication (relaxation of 2 publication for PhD holders,1 for MPhil holders)	45/assessment period	Selection Committee

***\*Requirement of completion of Orientation and Refresher courses for promotion due under CAS within the assessment period shall not be mandatory up to 31/12/2018***

### 3. Career Advancement Scheme (CAS) for College Teachers

#### Option – A UGC Regulation 2018 [Clause 6.3.VII (a)]

##### 3.1. Assistant Professor AGP 6000 (Stage 1) to Assistant Professor AGP 7000 (Stage 2)

###### Eligibility:

1. An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M.Phil./ PG Degree in Professional Courses, such as LL.M, M.Tech, M.V.Sc. and M.D., or six years of service in case of those without a Ph.D./M.Phil./ PG Degree in a Professional course.
2. Attended one Orientation course of 21 days duration on teaching methodology\*
3. Any one of the following: Completed Refresher/ Research Methodology Course OR Any two of the following: Workshop/ Syllabus Up-gradation Workshop/ Training Teaching-Learning-Evaluation, Technology Programmes/ Faculty Development Programmes of at least one week (5 days) duration each, OR taken one MOOCs course (with e-certification) or development of e-content in four-quadrants / MOOC's course during the assessment period.\*

\* Requirement of completion of Orientation and Refresher courses for promotion due under CAS within the assessment period shall not be mandatory up to 31/12/2018

###### CAS Promotion Criteria:

A teacher shall be promoted if;

- i. 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 as specified in Annexure II, Table 1 (Table 2 for Physical Education) of this guidelines, and
- ii. The promotion is recommended by the Screening-cum Evaluation Committee.

##### 3.2. Assistant Professor AGP 7000 (Stage 2) to Assistant Professor AGP 8000 (Stage 3)

###### Eligibility:

1. Assistant Professors who have completed five years of service in Stage 2.
2. Have done any two of the following in the last five years of Stage 2: Completed a course/ programme from amongst the categories of Refresher Courses/Research Methodology/ Workshops/ Syllabus Up-gradation Workshop/Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programme of at

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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, or, completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.\*

\* Requirement of completion of Orientation and Refresher courses for promotion due under CAS within the assessment period shall not be mandatory up to 31/12/2018

###### CAS Promotion Criteria:

A teacher shall be promoted if;

- i. The teacher gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, as prescribed in Annexure II, Table 1 (Table 2 for Physical Education) of this Guidelines, and
- ii. The promotion is recommended by the Screening-cum-evaluation committee.

##### 3.3. Assistant Professor AGP 8000 (Stage 3) to Associate Professor AGP 9000 (Stage 4)

1. Assistant Professor who has completed three years of service in Stage 3.
2. A Ph.D Degree in the subject concerned/allied/relevant discipline.
3. Any one of the following during last three years: completed one course/ programme from amongst the categories of Refresher Courses/ Research Methodology Workshops/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Programme/Faculty Development Programme 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; or completed one MOOCs course (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.\*

\* Requirement of completion of Orientation and Refresher courses for promotion due under CAS within the assessment period shall not be mandatory up to 31/12/2018

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#### 4. Career Advancement Scheme (CAS) for College Teachers

##### Option – B UGC Regulation 2018 [Clause 6.3.VII (b)]

#### 4.1. Assistant Professor AGP 6000 (Stage 1) to Assistant Professor AGP 7000 (Stage 2)

##### Eligibility:

1. Assistant Professors who have completed six years of service in Assistant Professor AGP 6000 (Stage 1)  
(Relaxation: Two year relaxation for Assistant Professor having a Ph.D. degree and One year relaxation for Assistant Professor having an M.Phil./PG Degree in Professional Courses, which is other than the basic qualification).
2. Attended one Orientation course of 2 or 3 weeks duration\*and
3. One Refresher Course of 2 or 3 weeksduration.\*

*\* Requirement of completion of Orientation and Refresher courses for promotion due under CAS within the assessment period shall not be mandatory up to31/12/2018*

##### CAS Promotion Criteria:

- i. Aggregate API score of 20 per assessment period in Category II (Professional development, Co-curricular and Extension activities) and Category III (Research and academic contribution) combined together as refereed in UGC regulation 2010 and its subsequent 4<sup>th</sup> amendment. There shall be no minimum API score requirement for Category II and Category III individually, as prescribed in Table 4 of this Guidelines, and
- ii. The expert assessment by Screening-cum-Evaluation committee.

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#### 4.2. Assistant Professor AGP 7000 (Stage 2) to Assistant Professor AGP 8000 (Stage 3)

##### Eligibility:

1. Assistant Professors who have completed five years of service in Assistant Professor AGP 7000 (Stage 2)
2. One refresher course/ Methodology/ Workshop/ Training/ Teaching learning-evaluation technology programme/ Soft skill development programme/Faculty Development Programme of 2 or 3 weeks duration\*

*\* Requirement of completion of Orientation and Refresher courses for promotion due under CAS within the assessment period shall not be mandatory up to31/12/2018*

##### CAS Promotion Criteria:

- i. Aggregate API score of 50 per assessment period in Category II (Professional development, Co-curricular and Extension activities) and Category III (Research and academic contribution) combined together as refereed in UGC regulation 2010 and its subsequent 4<sup>th</sup> amendment. There shall be no minimum API score requirement for Category II and Category III individually, as prescribed in Table 4 of this Guidelines, and
- ii. The expert assessment by Screening-cum-Evaluation Committee

#### 4.3. Assistant Professor AGP 8000 (Stage 3) to Associate Professor AGP 9000 (Stage 4)

##### Eligibility:

1. Assistant Professors who have completed three years of service in Assistant Professor AGP 8000 (Stage3)
2. Three publications in the entire period as Assistant Professor (AGP 6000, AGP 7000, AGP8000)  
(Relaxation of Two publications for Assistant Professor having a Ph.D. degree and One publication for Assistant Professor having an M.Phil. Degree)
3. Participation in one course of methodology workshop/Training /Teaching learning-evaluation technology programme/Soft skill development programme/Faculty Development Programme of minimum 7 daysduration.\*

*\* Requirement of completion of Orientation and Refresher courses for promotion due under CAS within the assessment period shall not be mandatory up to31/12/2018*

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##### CAS Promotion Criteria:

- i. Aggregate API score of 45 per assessment period in Category II (Professional development, co-curricular and extension activities) and Category III (Research and academic contribution) combined together as refereed in UGC regulation 2010 and its subsequent 4<sup>th</sup> amendment. There shall be no minimum API score requirement for Category II and Category III individually, as prescribed in Table 4 of this guidelines, and
- ii. The expert assessment by Selection committee.