

MINIMUM ELIGIBILITY CRITERIA REQUIRED FOR APPLYING CAREER ADVANCEMENT SCHEME (CAS) AS PER 30-06-2010 UGC GUIDELINES
(CAME INTO FORCE W.E.F. 01-01-2009)

1. Assistant Professor

STAGE 1 - (AGP Rs. 6000/- to 7000/-)

- i. Length of Service
- 4 years (with Ph.D)
 - 5 years (with M.Phil/P.G. Degree in Professional Courses)
 - 6 years (without Ph.D./M.Phil/ P.G. Degree in Professional Courses)

ii. One orientation and one Refresher/Research Methodology Course of 2/3 weeks duration.

iii. Minimum API Scores using Performance Based Appraisal System (PBAS) scoring proforma.

STAGE 2 - (AGP Rs. 7000/- to 8000/-)

1. Length of Service - 5 Years as Assistant Professor in the AGP of Rs.7000/-
2. One Refresher Course/Orientation Programme/Methodology workshops, Training Soft skills development programmes and Faculty Development Programmes of 2/3 weeks duration.
3. Minimum API Scores using Performance Based Appraisal System (PBAS) scoring proforma.

2. Associate Professor

1. Length of Service - 3 Years as Assistant Professor in the AGP of Rs.8000/-
2. Minimum API Scores using Performance Based Appraisal System (PBAS) scoring proforma
3. One Course/ Programme from among the categories of methodology workshops, Training Teaching-Learning-Evaluation Technology Programmes, Soft Skillsdevelopment Programmes and Faculty Development Programmes of minimum one week duration.
4. 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.

3. Professor

1. Length of Service - 3 Years as Associate Professor in the AGP of Rs.9000/-
2. Minimum yearly/cumulative API Scores using Performance Based Appraisal System (PBAS) scoring proforma
3. A minimum of five publications since the period that the teachers is placed in Associate Professor stage.

APPENDIX – III TABLE – II (A)
MINIMUM APIS AS PROVIDED IN APPENDIX – III TABLE I TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER
ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS, AND WEIGHTAGES FOR EXPERT ASSESSMENT

		Assistant Professor/ equivalent cadres: (Stage 1 to Stage 2)	Assistant Professor/ equivalent cadres: (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Associate Professor/ equivalent cadres (Stage 4)	Associate Professor (Stage 4) to Professor/ equivalent cadres (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)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee	Expert Committee
V	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% - research. 50% - Performance evaluation and other credential by referral procedure

* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note: For universities for which Sixth PRC Awards (vide Appendix 2) 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-

APPENDIX – III TABLE -- II (B)
MINIMUM POINT NORMS OF THE APIS AS PROVIDED IN TABLE I AND WEIGHTAGES FOR EXPERT ASSESSMENT TO BE APPLIED FOR THE PROMOTION OF TEACHERS, IN COLLEGES (UG AND PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)

		Assistant Professor/ equivalent cadres Stage 1 to Stage 2:	Assistant Professor/ equivalent cadres: Stage 2 to Stage 3	Assistant Professor (Stage 3) to Associate Professor/ equivalent cadre (Stage 4)	Associate Professor to Professor Promotion in Colleges (Stage 5) as per assigned posts
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)	5/Year (20/assessment period)	10/Year (50/assessment period)	15/Year (45/assessment period)	20/Year (60/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
V	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	20% - Contribution to Research 60% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	30% - Contribution to Research. 50% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance

* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note: For universities for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4 and 5 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively