

CAREER ADVANCEMENT SCHEME, 2010

University Grants Commission has issued Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 vide letter No. F 3-1/2009 dated 30th June 2010. In this reference, State Government has decided to implement the Career Advancement Scheme 2010 in the State Universities under the purview of Higher Education Department, Government of Uttarakhand and Associated / Affiliated Colleges.

Provided that in the event, any candidate becomes eligible for promotion under Career Advancement Scheme in terms of these Regulations on or after 30th June, 2010, the promotion of such a candidate shall be governed by the provisions of these Regulations.

Provided further that notwithstanding anything contained in these Regulations, in the event any candidate became eligible for promotion under Career Advancement Scheme prior to 31st December 2008, the promotion of such a candidate under Career Advancement Scheme shall be governed by Government order No. 4078/H.R.D./2001-3(163)/2001 dated 6th December 2001.

Provided further that candidates who became eligible for promotion under Career Advancement Scheme during 31st December 2008 to 29th June 2010, have the option to get promotion either by provisions of Government order No. 4078/H.R.D./2001-3(163)/2001 dated 6th December 2001 or by following Regulations.

(A) STAGES OF PROMOTION

1. Entry level Assistant Professors in the Pay Band of Rs. 15600-39100 (stage 1 i.e. Grade Pay Rs. 6000) would be eligible for promotion under the Career Advancement Scheme (CAS) to two successive stages (stage 2 and stage 3), provided they are assessed to fulfill the eligibility and performance criteria laid down as API (Academic Performance Indicators) score in PBAS (Performance Based Appraisal System) by a Screening cum Evaluation Committee in the following manner.
2. An entry level Assistant Professor, possessing Ph. D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade (stage 2 i.e. Grade Pay Rs. 7000) after completion of four years service as Assistant Professor.
3. An entry level Assistant Professor possessing M.Phil. Degree or Post-Graduate Degree in professional courses, approved by the relevant statutory body, such as LL.M / M. Tech., etc. shall be eligible for the next higher grade (stage 2) after completion of five years service as Assistant Professor.
4. An entry level 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 (stage 2) only after completion of six years service as Assistant Professor.

5. The upward movement from the entry level grade (stage 1) to the next higher grade (stage 2) for all Assistant Professors shall be subject to their satisfying the API based PBAS conditions laid down by the UGC.
6. Assistant Professors who have completed five years of service in stage 2, i.e. Grade Pay Rs. 7000, shall be eligible, subject to meeting the API based PBAS requirements laid down by UGC Regulations, to move up to next higher grade (stage 3 i.e. Grade Pay Rs. 8000)
7. Assistant Professors completing three years of teaching in stage 3, i.e. Grade Pay Rs. 8000, shall be eligible, subject to the qualifying conditions and the API based PBAS requirements prescribed by UGC Regulations, to move to the next higher grade (stage 4 i.e. Grade Pay Rs. 9000) and to be designated as Associate Professor in Pay Band Rs. 37400-67000.
8. 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 designated as Professor and be placed in the next higher grade (stage 5 i.e. Grade Pay Rs. 10000), subject to (a) satisfying the required credit points as per API based PBAS methodology provided in UGC Regulations, and (b) an assessment by a duly constituted committee, *Provided* that no teacher, other than those with a Ph.D., shall be promoted as Professor.
9. Ten percent of the positions of Professors in a university, with a minimum of ten years of teaching and research experience as Professor either in the pre-revised scale of Professor's pay or the revised pay scale pay will be eligible for promotion to the higher grade of Professorship (stage 6), on satisfying the required API score as per Table-1 and Table-2 (A) through the PBAS methodology stipulated in these regulations through a duly constituted Evaluation committee, and such teachers promoted to the higher grade shall continue to be designated as 'Professors'. As this AGP elevation for Professors is applicable to only university departments, additional credentials are to be evidenced by;
 - (a) Post-doctoral research output of high standard.
 - (b) awards/honours/ and recognitions ;
 - (c) Additional research degrees like D.Sc., D.Litt., LID etc.; Patents and IPR on products and processes developed/ technology transfer achieved in the case of teachers in science and technology.

The selection is to be conducted by the university by receiving duly filled PBAS proformas from eligible professors based on seniority, three times in number of the available vacancies in each faculty. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available.

(B) SCREENING CUM EVALUATION COMMITTEES

1. The Screening cum Evaluation Committees under Career Advancement Scheme shall be constituted as under:
 - (a) In the case of University:
 - (1) Vice Chancellor Chairman
 - (2) Dean of Faculty concerned Member
 - (3) Two Experts of the subject to be nominated by the Chancellor Member
 - (4) Head of the Department Concerned Member
 - (b) In the case of affiliated/associated college (other than colleges maintained exclusively by the State Government) :
 - (1) Director of Higher Education or his Nominee not below the rank of Principal of Govt. Post Graduate College Chairman
 - (2) Two experts of the subject to be nominated by the Vice-Chancellor amongst whom one shall be from the University and one from the associated/affiliated college. Member
 - (3) Head of the Management or a member of the management nominated by him/her Member
 - (4) Principal of the college Member
 - (c) In case of colleges maintained exclusively by the State Government:
 - (1) Director of Higher Education Chairman
 - (2) Two experts of the subject to be nominated by the Vice-Chancellor among whom one shall be from the University and one from the Govt. colleges. Member
 - (3) One nominee of Director of Higher Education (not below the rank of Principal of a Post Graduate College). Member
 - (4) Principal of the college Member
2. The quorum for above committees in all categories shall be three including the one subject expert.

(C) PROCEDURE FOR CAS PROMOTIONS

- (1) A teacher who wishes to be considered for promotion under CAS 2010 Scheme may submit in writing to the University/College, with three months in advance of the due date, that he/she fulfils all qualifications under CAS and submit to the university/college the prescribed Performance Based Appraisal System proforma duly supported by all credentials as per the API guidelines. In order to avoid delays in holding Committee meetings in various positions under CAS, the

- University/College should immediately initiate the process of screening, and shall complete the process within six months from the date of application.
- (2) Candidates who do not fulfill the minimum score requirement under the API Scoring System or those who obtain less than 50% in the assessment 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 has successfully got re-assessed.
 - (3) CAS promotions from a lower grade to a higher grade of Assistant Professor shall be conducted by the “Screening cum Evaluation Committee” adhering to the criteria laid out as API score in PBAS.
 - (4) The Screening cum Evaluation Committee on verification/evaluation of API score secured by the candidate through the PBAS methodology and as per minimum requirement for the same shall recommend to the Executive Council in case of University and to the Department of Higher Education, Government of Uttarakhand in case of Colleges about the suitability for the promotion of the candidate (s) under CAS for stage four and onwards promotions.
 - (5) All the screening procedures outlined above, shall be completed on the day of the screening cum evaluation 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 committee in the minutes.
 - (6) CAS promotions being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.
 - (7) The incumbent teacher must be on the role and active service of the University/College on the date of consideration by the Screening cum Evaluation Committee for CAS Promotion.
 - (8)
 - (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.
 - (b) If, however, the candidates find that he/she fulfills the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from that date of application fulfilling the criteria.
 - (c) If the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his/her promotion will be deemed to be from the later date of successful assessment.

(D) **PROPOSED SCORES FOR ACADEMIC PERFORMANCE INDICATORS IN CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF UNIVERSITY/COLLEGE TEACHERS.**

(AS PROVIDED IN APPENDIX-III OF UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR MAINTENANCE OF STANDARDS IN HIGHER EDUCATION 2010)

TABLE -1

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

S.No	Nature of Activity	Maximum Score
1	Lectures, seminars, tutorials, practicals, contact hours undertaken as percentage of lectures allocated ^a	50
2	Lectures or other teaching duties in excess of the UGC 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 : ^aLectures and tutorials allocation to add up to the UGC norm for particular category of teacher, University may prescribe minimum cut-off (net of due leave) say 80% for 1 and 5 above, below which no scores may be assigned in these sub-categories.

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 course 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 committee.

Universities will be required to detail the activities and in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

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

S.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
	Minimum API Score Required	15

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 above, 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 committee.

The model table above gives group 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.

CATEGORY- III RESEARCH AND ACADEMIC CONTRIBUTIONS

S.No	API s	Engineering/Agriculture/ Veterinary Science/ Sciences/ Medical Sciences	Faculties of Languages Arts/ Humanities/ Social Sciences/ Library/ Physical education / Management	Max. points for University and 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 numbers.	Non refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10 / publication
		Conference proceeding as full papers , etc. (Abstracts not be included)	Conference proceeding as full papers , etc. (Abstracts not be included)	10 / publication

III (B)	Research publication (books, chapter in books, other than refereed journal)	Text or Reference Books Published by International Publishers with an established peer review system.	Text or Reference Books Published by International Publishers with an established peer review system.	50/ sole author, 10/ chapter in edited books.
		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 in knowledge based volumes by Indian/ National level publishers with ISBN/ISSN numbers and with number of national and international directories.	Chapters in knowledge based volumes by Indian/ National level publishers with ISBN/ISSN numbers and with number of national and international directories.	5/ Chapter
III (C)	RESEARCH PROJECTS			
III (C) (i)	Sponsored Project carried out/ ongoing	(a) Major Projects amount mobilized with grants above Rs. 30.0 lakhs.	Major Projects amount mobilized with grants above Rs. 5.0 lakhs	20/each Project
		(b) Major Projects amount mobilized with grants above Rs. 5.0 lakhs up to Rs. 30.0 lakhs	Major Projects amount mobilized with grants above Rs. 3.00 lakhs up to Rs. 5.00 lakhs	15/each Project
		(c) Minor project (Amount mobilized with grants above Rs. 50,000 up to Rs. 5 Lakh)	Minor project (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. 10.00 lakhs	Amount mobilized with minimum of Rs. 2.0 lakhs	10 per every Rs. 10.0 lakhs and Rs. 2.0 Lakhs Projects respectively
III (C) (iii)	Completed projects Quality Evaluation	Completed projects report (Acceptance from funding agency)	Completed projects report (Accepted by funding agency)	20/ each major project and 10/ each minor project
III (C) (iv)	Project Outcome/ Outputs	Patent/ Technology transfer/ Product / Process	Major Policy document of Govt. Bodies at Central and State level.	30/ each national level output or patent 50/ each for International level
III (D)	RESEARCH GUIDANCE			
III (D) (i)	M.Phil.	Degree awarded only	Degree awarded only	3/each candidate
III (D) (ii)	Ph.D	Degree awarded	Degree awarded	10/each candidate
		Thesis submitted	Thesis submitted	7/ each candidate

III (E) TRAINING COURSES AND CONFERENCE / SEMINARS/ WORKSHOP PAPERS				
III (E) (i)	Refreshers courses, Methodology workshop, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills Development Programmes, Faculty Development Programmes (Max 30 points)	(a) Not less than two weeks duration	(a) Not less than two weeks duration	20/ each
		(b) One week duration	(b) 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	10 /each
		(b) National	(b) National	7.5 /each
		(c) Regional/ State level	(c) Regional/ State level	5 /each
		(d) Local- University/ College level	(d) Local- University/ College level	3 /each
III (E) (iii)	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)

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 and between university and colleges. The self-assessment score will be based on verifiable criteria and will be finalized by the screening committee.

NOTES.

1. It is incumbent on the concerned University 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 committee 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 60% of the total points and the remaining 40% would be shared equally by all other authors.

TABLE – 2 (A)

MINIMUM APIS AS PROVIDED IN TABLE-1 TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS AND WEIGHTAGE FOR EXPERT ASSESSMENT

Sr.No.	Category	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 Contributions (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	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 evaluation and other credentials 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 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 – 2 (B)

MINIMUM POINT NORMS OF THE APIS AS PROVIDED IN TABLE-1 AND WEIGHTAGES FOR EXPERT ASSESSMENT TO BE APPLIED FOR THE PROMOTION OF TEACHERS IN COLLEGES (UG AND PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)

Sr.No.	Category	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 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 Contributions (Category III)	5/ Year (20/ assessment period)	10 / Year (50/ assessment period)	15/ Year (45/ assessment period)	20 / Year (60/ assessment period)
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 Colleges for which Sixth PRC Awards are applicable Stages 1,2,3,4 and 5 correspond to scales with AGP of Rs 6000, 7000,8000, 9000, and 10000 respectively.

Explanatory note for Table 2 (A) and 2 (B)

1. All Universities/ colleges will set up verifiable systems for the API related information required in these tables within THREE months of notification of these regulations. They will have to be documented and collated annually by the Internal Quality Assessment Cells (IQACs) of the universities / colleges for follow up by the universities/ colleges authorities. In order to facilitate this process, all teachers shall submit the duly filled in performance Based Appraisal System (PBAS) proforma to the IQAC annually.
2. However, in order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these regulations from 31-12-2008 in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out.
3. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing system in universities/ colleges for one year only with the minimum average scores as depicted in table 2 (A) and 2 (B) in rows I to III. This annualized API scores can then be compounded progressively as and when the teachers become eligible for CAS promotion to the next stage. Thus, if a teacher is considered for CAS promotion in 2010, one year API scores for 2009-10 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2011, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.
4. As shown in Table-2, (A) & (B) the aggregate minimum API scores required (given in row III) 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.
5. 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. In the case of promotion to Professor, the publication requirement shall be met over the two previous stages.
6. Candidates should offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in Table-1 and Table-2, 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.
7. If however, on final assessment, candidate do not either fulfill the minimum criteria under Rows III and IV of Tables-2 (A) and 2 (B) or obtain less than 50% in the expert assessment, they will be reassessed only after a minimum period of one year.
8. (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 he/she fulfills the eligibility conditions at a late 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- 3
MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR
PROMOTION OF TEACHERS IN UNIVERSITIES AND COLLEGES

S.No	Promotion of Teachers through CAS	Service requirements	Minimum Academic Performance Requirements and Screening Criteria
1	Assistant Professor/ equivalent cadres from Stage 1 to Stage 2	Assistant Professor in Stage 1 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, M.V.Sc., M.D., or six years of service who are without Ph.D/M.Phil/PG Degree in Professional Courses	<ul style="list-style-type: none"> (i) Minimum API scores using PBAS scoring proforma as per the norms provided in Table 2 (A) / 2 (B). (ii) One Orientation and one Refresher/ Research Methodology Course of 2/3 weeks duration. (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	<ul style="list-style-type: none"> (i) Minimum API scores using PBAS scoring proforma as per the norms provided in Table 2 (A) / 2 (B). (ii) One course/programme from among the categories of refresher courses, methodology workshop, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 weeks duration. (iii) Screening cum Verification process for recommending promotion
3	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professor with three years of completed service in Stage 3	<ul style="list-style-type: none"> (i) Minimum API scores using PBAS scoring proforma as per the norms provided in table 2 (A) /2 (B). (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.Phill holders and an exemption of two publications will be given to Ph.D. holders. (iii) One course/programme from among the categories of methodology workshop, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration. (iv) A Screening Committee process as stipulated in this regulation and in Table-2 (A) and (B)

4	Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5)	Associate Professor with three years of completed service in Stage 4	<p>(i) Minimum yearly/ cumulative API scores using the PBAS scoring proforma as per the norms provided in table 2 (A)/2 (B). Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.</p> <p>(ii) A minimum of five publications since the period that the teacher is placed in Stage 3</p> <p>(iii) A Screening Committee process as stipulated in this regulation and in Table 2 (A) and 2 (B).</p>
5	Professor (Stage 5) to Professor (Stage 6)	Professor with ten years of completed service (universities only)	<p>(i) Minimum yearly/ cumulative API scores for the assessment period as per the norms provided in table 2 (A)</p> <p>(ii) Additional credentials are to be evidenced by: (a) post-doctoral research output of high standard; (b) awards/ honours/ recognitions/ patents and IPR on products and processes developed/ technology transfer achieved; and (c) Additional research degree like D.Sc., D.Litt., LL.B., etc.</p> <p>(iii) A review process by Screening & Evaluation Committee as stipulated in this regulation and in Table 2 (A)</p>

Note : (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 requirements of publications may be adjusted pro rata. For all others who enter Stage 2, subsequent to this notification, the requirements of three publications as defined in these regulations, will be applicable.

(2) 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.

(E) INCENTIVES FOR Ph.D/ M.Phil AND OTHER HIGHER QUALIFICATIONS TO TAKE EFFECT FROM 01-09-2008

1. Five Non-Compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in a relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.
2. M.Phil Degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to 2 non-compounded advance increments.

3. Those possessing Post-Graduate degree in the professional course such as LL.M./M.Tech./M.Arch./M.E./M.V.Sc./M.D., etc recognized by the relevant statutory body/ council, shall also be entitled to 2 non-compounded advance increments at the entry level.
4. (i) Teachers who complete their Ph.D. Degree while in service shall be entitled to 3 non-compounded increments if such Ph.D. is in relevant discipline of the discipline of employment and has been awarded by a University complying with the process prescribed by the UGC for enrollment, course work, evaluation, etc.
(ii) However, teachers in service who have already been awarded Ph.D. by the time of coming into force of these Regulations or having been enrolled for Ph.D. have already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awaited, shall also be entitled to 3 non-compounded increments even if the university awarding such Ph.D. has been notified by the UGC as having complied with the process prescribed by the Commission.
5. In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of 3 non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
6. Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of 3 non-compounded increments on award of Ph.D., while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
7. Teachers who acquire M.Phil. Degree or a post graduate degree in a professional course recognized by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment.
8. Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D./M.Phil. at the entry level under the earlier Schemes/Regulations shall not be entitled to the benefit of advance increments under these Regulations.
9. Teachers who have already availed the benefits of advance increments as per then existing policy acquiring Ph.D./M.Phil. while in service, shall not be entitled to advance increments under these Regulations.
10. For posts at the entry level where no such advance increments were admissible for possessing Ph.D./M.Phil. under the earlier Schemes/Regulations the benefit of advance increments for possessing Ph.D./M.Phil. shall be available to only those appointments which have made on or after the coming into force of these Regulations.