

**DR. BABASAHEB AMBEDKAR MARATHWADA UNIVERSITY, AURANGABAD**

**REGULATION – 1894 FOR CAS**

Eligibility conditions for CAREER ADVANCEMENT SCHEME (CAS) OF ASSISTANT PROFESSORS, ASSOCIATE PROFESSORS AND PROFESSORS in the University/affiliated institutions for all faculties as laid down by notification of University Grants Commission issued dated 30<sup>th</sup> June 2010 and published in Gazette of India and resolution published by Government of Maharashtra dated 15/02/2011.

- 1.1 A teacher who wishes to be considered for promotion under CAS 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 Performance Based Appraisal System (PBAS) proforma as evolved by the concerned University duly supported by all credentials as per the API guidelines set out in these Regulations. In order to avoid delays in holding Selection Committee meetings in various positions under CAS, the University/College should immediately initiate the process of screening/selection, and shall complete the process within six months from the date of application. Provided that in the event any teacher become eligible for promotion under Career Advancement Scheme in terms of these Regulations on or after 31<sup>st</sup> December, 2008, the promotion of such a candidate shall be governed by the provisions of The UGC Regulations 2010 published in the Gazette of India, 18<sup>th</sup> September 2010. Further, in the event of any teacher having become eligible for promotion under Career Advancement Scheme (CAS) prior to 31/12/2008, the promotion of such teacher under CAS shall be governed by the old UGC Regulations, 2000 notified vide Notification No.F.3-1/2000 (PS) dated 4th April, 2000 as amended from time to time.
- 1.2 Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the Regulations as per Tables I of Appendix I or those who obtain less than 50% in the expert assessment of the selection 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.
- 1.3 CAS promotions from a lower grade to a higher grade of Assistant Professor shall be conducted by a “Screening cum Evaluation Committee” adhering to the criteria laid out as API score in PBAS in the Table I and II.
- 1.4 The Screening cum Evaluation Committee on verification/evaluation of API score secured by the candidate through the ‘PBAS’ methodology designed by the

university based on these Regulations and as per the minimum requirement specified in the Table I and II.

- 1.5** Candidates shall offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in the appropriate API system tables by submitting an application and the required PBAS 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.
- 1.6** In the final assessment, if the candidates do not either fulfill the minimum API scores in the criteria as per PBAS proforma or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year.
- 1.7** (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.
- 1.8** 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 systems in University / colleges for one year only with the minimum average scores as depicted in Table I. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. 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.
- 1.9** As shown in Table I, the aggregate minimum API score 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

- 1.10 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.

**2.1 Incumbent Readers and Lecturers (Selection Grade):**

- 2.1.1 Incumbent Readers and Lecturers (Selection Grade) who have completed three years in the current pay scale of Rs. 12,000 – Rs. 18,300 on 1 January, 2006 shall be placed in Pay Band IV of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000 and shall be redesignated as Associate Professor.
- 2.1.2. Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs.12,000 – Rs.18,300 on or after 1 January, 2006 shall be placed at the appropriate stage in the Pay Band of Rs.15,600 – Rs. 39,100 with AGP of Rs. 8,000 till they complete three years of service in the grade of Lecturer (Selection Grade) / Reader, and thereafter shall be placed in the higher Pay Band IV of Rs. 37,400 – Rs. 67,000 and accordingly re-designated as Associate Professor.
- 2.1.3 Readers/Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs. 37,400 – Rs. 67,000 and re-designated as Associate Professor in the manner described in 2.1.1 and 2.1.2 above.
- 2.1.4 Assistant Professors completing three years of teaching in the AGP of Rs. 8,000 shall be eligible, subject to the qualifying conditions prescribed by these Regulations, to move to the Pay Band IV of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000 and to be designated as Associate Professor.

**3.1 The Screening cum Evaluation Committee for CAS Promotion of Assistant Professors / Equivalent Cadres from One AGP to the other higher AGP shall consist for University Teachers:**

- a) The Vice Chancellor as the Chairperson of the Committee.
- b) The Dean of the concerned faculty.
- c) Head of the Department.
- d) One subject expert in the concerned subject nominated by the Vice Chancellor from the University panel of experts.

The quorum for the meeting of this committee shall be three including the one subject expert.

**4.1 The Selection Committee for CAS Promotion of Associate Professor and Professor in University:**

- a) The Vice Chancellor as the Chairperson of the Selection Committee.
- b) Three experts in the concerned subject/field nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
- c) The Dean of the concerned faculty.
- d) Head of the Department.
- e) An academician representing SC/ST/OBC/ Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

At least four members, including two outside subject experts, shall constitute the quorum

**5.1 Ten percent of the posts of Professors in a university shall be in the higher AGP of Rs. 12000, however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the UGC, and such eligibility conditions shall, inter alia, include publications in peer reviewed/ refereed Research Journals, and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard. No person appointed directly as Professor in the AGP of Rs. 12000 shall be fixed at a stage less than Rs. 48000 along with the AGP.**

**TABLE – I**  
**DR. BABASAHEB AMBEDKAR MARATHWADA UNIVERSITY, AURANGABAD**  
**MINIMUM APIS AS PROVIDED IN TABLE I TO BE APPLIED FOR THE**  
**PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS,**  
**AND WEIGHTAGES FOR EXPERT ASSESSMENT**

		<b>Assistant Professor/equivalent cadres Stage 1 to Stage 2:</b>	<b>Assistant Professor/equivalent cadres: Stage 2 to Stage 3:</b>	<b>Assistant Professor(Stage 3) to Associate Professor/equivalent cadre (Stage 4):</b>	<b>Associate Professor (Stage 4) to Professor/equivalent cadres (Stage 5)</b>	<b>Professor (Stage 5) to Professor (Stage 6)</b>
I	Teaching-learning, Evaluation Related Activities (Category –I)	75 Per Year	75 Per Year	75 Per Year	75 Per Year	75 Per Year
II	Co-curricular, Extension and Profession related activities(Cat egory –II)	15 Per Year	15 Per Year	15 Per Year	15 Per Year	15 Per Year
III	Minimum total average annual Score under Categories I and II*	100 Per Year	100 Per Year	100 Per Year	100 Per Year	100 Per Year
IV	Research and Academic Contribution (Category III)	10 Per Year (40/50/60 assessment period)	20 Per Year (100/assessment Period)	30 Per Year (90/assessment period)	40 Per Year (120/assessment period)	50 Per 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**

**TABLE: II**

**DR.BABASAHEB AMBEDKAR MARATHWADA UNIVERSITY, AURANGABAD  
MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR  
CAS PROMOTION OF TEACHERS IN UNIVERCITY AND COLLEGES**

Sr. No.	Promotion of Teachers through CAS	Service requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Professor/equivalent cadres from Stage 1 to Stage 2: ( Pay Band III of Rs.15,600-39,100 with AGP Rs. 7,000)	Assistant Professor in Stage 1 and completed <b>four</b> years of service with Ph.D. or <b>five</b> years of service who are with M..Phil. or <b>six</b> years of service who are without Ph.D/ M. Phil. /PG Degree in Professional Courses.	(i)Minimum API scores using PBAS scoring proforma developed by the University as per the norms provided in Table I. (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: ( Pay Band III of Rs.15,600-39,100 with AGP Rs. 8,000)	Assistant Professor with completed service of five years in Stage 2. ( <b>Five yeas service in Pay Band III of Rs.15,600-39,100 with AGP Rs. 7,000</b> )	(i)Minimum API scores using the PBAS scoring proforma developed by the University as per the norms provided in Table I. (ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration. (iii)Screening cum Verification process for recommending promotion.
3	Assistant Professor (Stage 3) to Associate Professor (Stage 4): ( Pay Band IV of Rs.37,400-67,000 with AGP Rs.9,000)	Assistant Professors with three years of completed service in Stage 3. ( <b>Three yeas service in Pay Band III of Rs.15,600-39,100 with AGP Rs. 8,000</b> )	I. Minimum API scores using the PBAS scoring proforma developed by the University as per the norms provided in Table I. 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.Phil. holders and an exemption of two publications will be given to Ph. D. holders. III. One course / programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation Technology

			<p>Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration.</p> <p>IV. Selection committee process as stipulated in this regulation and in Tables I and II of Appendix I.</p>
4	Associate Professor(Stage4)to Professor/ equivalent cadres (Stage 5): ( Pay Band IV of Rs. 37,400-67,000 with AGP Rs.10,000 )	Associate Professor with three years of completed service in Stage 4. ( <b>Three years service in Pay Band IV of Rs.37,400-67,000 with AGP Rs.9,000</b> )	<p>(i) Minimum yearly /cumulative API scores using the PBAS scoring proforma developed by the University as per the norms provided in Table I. Teachers may combine two assessment periods (in Stages2 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 selection committee process as stipulated in this regulation and in Tables I and II of Appendix I.</p> <p>(iv) Should have obtained Ph.D. degree or has equivalent published work.</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 I</p> <p>(ii) Additional credentials are to be evidenced by: (a) postdoctoral research outputs of high standard; (b) awards /honours / recognitions / patents and IPR on products and processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.B.,etc.,</p> <p>(iii) A review process by an Expert Committee as stipulated in this regulation and in Table I.</p>

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

**DR. BABASAHEB AMBEDKAR MARATHWADA UNIVERSITY, AURANGABAD**

Report of the screening cum Evaluation Committee for Career advancement to implement the process of CAS promotions from one AGP to the other higher AGP of Assistant Professor.

Name of the Department :-----

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Name of the Teacher: -----

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A meeting of the Screening cum Evaluation Committee appointed to consider and evaluate the performance of the Assistant Professor as reflected in the Self appraisal Report for CAS promotion of Assistant Professor from one AGP to the other higher AGP in the University was held on ----- at ----- a.m. / p.m.

The following members were present:

- a) The Vice Chancellor as the Chairperson of the Selection Committee.
- b) The Dean of the concerned faculty.
- c) Head of the Department.
- d) One subject expert in the concerned subject nominated by the Vice Chancellor from the University panel of experts.

After taking into consideration the information furnished by the Assistant Professors in his/her Self Appraisal Report regarding his/her Academic Qualifications and Academic and other achievements, the Committee recommends.



that Dr./Shri/Smt..... fulfils the conditions laid down by the State Government vide G.R. dated 15/02/2011 and other Circulars issued by the State Government from time to time for placement/ promotion to the post of Assistant Professor from one AGP to the other higher AGP, and therefore, be placed in:

- a) Assistant Professor in **Stage 2** : 15,600-39,100 ( AGP 7000)
- b) Assistant Professor in **Stage 3** : 15,600-39,100 ( AGP 8000)

With effect from.....

The candidate has secured ..... annual average API score during the assessment period as per P.B.A.S. under CAS hence the Committee recommends that Dr./Shri/Smt.....be placed in the **Stage 2/ Stage 3** in Pay Band III of Rs. 15,600-39,000 with the AGP Rs\_\_\_\_\_.

**Name and Signature of Screening cum Evaluation Committee Members:**

Committee	Name	Signature
The Vice Chancellor as the Chairperson of the Committee.		
The Dean of the concerned faculty.		
One subject expert in the concerned subject nominated by the Vice Chancellor		
Head of the Department		

**DR. BABASAHEB AMBEDKAR MARATHWADA UNIVERSITY, AURANGABAD**

Report of the screening cum Evaluation Committee for Career advancement to implement the process of CAS promotions from Assistant Professor to Associate Professor / Associate Professor to Professor.

Name of the Department :-----  
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Name of the Teacher: -----  
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A meeting of the Selection Committee appointed to consider and evaluate the performance of the Assistant Professor as reflected in the Self appraisal Report for CAS promotion of Assistant Professor from Assistant Professor to Associate Professor / Associate Professor to Professor in the University was held on -----at ----- a.m. / p.m.

**The following members were present:**

- a) The Vice Chancellor as the Chairperson of the Selection Committee.
- b) Three experts in the concerned subject/field nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
- c) The Dean of the concerned faculty.
- d) Head of the Department.
- e) An academician representing SC/ST/OBC/ Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

At least four members, including two outside subject experts, shall constitute the quorum.

that Dr./Shri/Smt..... fulfils the conditions laid down by the State Government vide G.R. dated 15/02/2011 and other Circulars issued by the State Government from time to time for placement/ promotion to the post of Associate Professor / Professor, and therefore, be placed in:

- a) Associate Professor : RS. 37,400-67,000 with AGP Rs. 9,000.
- b) Professor : RS. 37,400-67,000 with AGP Rs. 10,000.
- c) Higher Grade Professor : RS. 37,400-67,000 with AGP Rs. 12,000.

With effect from.....

The candidate has secured ..... annual average API score during the assessment period and ..... Points in the Expert Assessment Evaluation as per P.B.A.S. under CAS. Hence the Committee recommends that

Dr./Shri/Smt.....be placed in the Pay Band IV of Rs. 37,400-67,000 with **AGP 9000** / in the Pay Band IV of Rs. 37,400-67,000 with **AGP 10000** / in the Pay Band IV of Rs. 37,400-67,000 with **AGP 12000** and designated as\_\_\_\_\_.

**Name and Signature of Selection Committee Members:**

Committee	Name	Signature
The Vice Chancellor as the Chairperson of the Selection Committee.		
Three experts in the concerned subject/field nominated by the Vice Chancellor	1) 2) 3)	
The Dean of the concerned faculty		
Vice- Chancellor's Nominee		
Head of the Department.		