

**ORDINANCE -IV (B)**  
**Career Advancement Scheme (CAS)**

**1(A) - Career Advancement Scheme (CAS)-2010:**

1.

- (a) The teachers of the University shall be eligible to be considered for up gradation/ promotion under the Career Advancement Scheme (CAS)-2010 of the University Grants Commission, as amended from time to time.
- (b) The Selection Committee for considering promotion as Professor, Associate Professor under CAS-2010 shall be the same as prescribed under **UGC Regulations-2010** for appointment to these posts.

Provided that the Screening-Evaluation Committee/ Selection Committee for promotion of an Assistant Professor from one Academic Grade Pay (AGP) to the next AGP shall consist of the following:

1. **The Vice-Chancellor - Chairperson**
2. The Dean of the concerned School
3. The Head of the concerned Department
4. One Subject Expert drawn from a panel approved by the Academic Council **to be nominated by the Vice-Chancellor.**
5. An academican representing SC/ST/OBC/PWD/Minority/Women to be nominated by the Vice-Chancellor, if any of the candidates representing these categories is an applicant and if any of the above members of the Selection Committee does not belong to that category.

Three members including the Chairperson and the expert shall form the quorum.

- (c) Regarding the cases pending for promotions from one Academic Level/Grade Pay to another Academic Level/Grade Pay under the Career Advancement Scheme provided under the UGC Regulation 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 and its subsequent amendments, the teachers shall be given the option to be considered for the promotion from one Academic Level/Grade Pay to another Academic Level/Grade pay as per the following:

1. The teachers shall be considered for promotion from one Academic Level/Grade Pay to another as per the CAS under these Regulation.

OR

2. The faculty members shall be considered for the promotion from one Academic Level/Grade pay to another as per the CAS provided under the UGC 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 and its amendments with relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto the date of notification of these Regulations.

The relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System, promotion from one Academic Level/Grade Pay to another under CAS as provided in UGC 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 and its amendments, is defined as Under:

- i. Exemption from scoring under Category-I, as defined in Appendix-III of said above mentioned UGC 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 and its amendments including University Grants Commission (Minimum Qualification for Appointments of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education (4th Amendment) Regulations, 2016, for faculty and other equivalent cadre positions.

- ii. Scoring in Category-II and Category-III for faculty and other equivalent cadre positions shall be as provided for in the UGC Regulations in 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 with the following combined minimum API score requirement for Category-II and Category-III taken together, as mentioned in the UGC Regulations.

**Note: The relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS), upto the date of notification of these Regulations for the promotion under the Career Advancement Scheme (CAS)-2010 of the University Grants Commission defined as under:**

**“There shall be no minimum API score requirement for Category-II and Category-III individually”**

2.

- (a) The Assistant/ Deputy Librarian and Assistant/ Deputy Director of Physical Education & Sports shall be eligible to be considered for promotion under the Career Advancement Scheme (CAS)-2010 of the University Grants Commission as amended from time to time.
- (b) The Screening-Evaluation Committee/ Selection Committee for considering promotion of Assistant/ Deputy Librarian and Assistant/ Deputy Director of Physical Education & Sports, shall consist of the following:
1. The Vice-Chancellor or his nominee - Chairperson
  2. Two experts nominated by the Vice-Chancellor from amongst a panel approved by the Academic Council.
  3. An academician representing SC/ST/OBC/PWD/Minority/Women to be nominated by the Vice-Chancellor, if any of the candidates representing these categories is an applicant and if any of the above members of the Selection Committee does not belong to that category.

Three members including the Chairperson and at least one expert shall form the quorum.

Provided that while considering the candidates under both the categories 1 & 2 above:

- (i) In case the Selection Committee finds that a candidate is not suitable for promotion, it may consider him/her for promotion after one year. In such a case, his/her eligibility for promotion shall be deferred by one year.
- (ii) Every candidate will be required to appear for interview before the Selection Committee unless on a request from any candidate the Selection Committee agrees to consider him/her in absentia.
- (iii) In case of any dispute with regard to information given by the candidate in his/her self-assessment proforma, the decision of the Selection Committee shall be final.



## **1(B) Career Advancement Scheme (CAS)-2018:**

1.

- (a) The teachers of the University shall be eligible to be considered for promotion under the Career Advancement Scheme (CAS) as provided under the UGC 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, 2018”, as amended from time to time.
- (b) The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with the UGC 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, 2018.

Provided that the Screening-Evaluation Committee for promotion of an Assistant Professor from one Academic Level of Pay (ALP) to the next ALP shall consist of the following:

1. **The Vice-Chancellor or his/ her nominee - Chairperson**
2. The Dean of the School concerned
3. The Head of the Department concerned
4. One Subject Expert drawn from a panel approved by the Academic Council, nominated by the Vice-Chancellor

2.

- (a) The Assistant Librarian and Assistant Director of Physical Education & Sports shall be eligible to be considered for promotion under the Career Advancement Scheme as provided under the UGC 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, 2018”, as amended from time to time.



(b) The Screening-Evaluation Committee for considering promotion of an Assistant Librarian, shall consist of the following:

1. The Vice-Chancellor- Chairperson
2. The Dean of the School concerned
3. One expert who is working Librarian, nominated by the Vice-Chancellor from the University panel of experts.
4. The Librarian, University Library

(c) The Screening-Evaluation Committee for considering promotion of an Assistant Director of Physical Education & Sports, shall consist of the following:

1. The Vice-Chancellor- Chairperson;
2. The Dean of the School concerned;
3. The University Director, Physical Education & Sports;
4. One expert in Physical Education & Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.

Three members including **one** subject expert/University nominee for the selection committees under 1 and 2 above, shall form the quorum.

(d) The Screening-cum-Evaluation Committee on verification/evaluation of grades secured by the candidate through the assessment criteria and methodology proforma designed by the University based on these Regulations and as per the minimum requirement specified:

- i) In Appendix-II, Table-1 for each of the cadre of Assistant Professor,
- ii) In Appendix-II, Table-4 for each of the cadre of Librarian; and
- iii) In Appendix-II, Table-5 for each of the cadre Physical Education and Sports

The Screening-cum-Evaluation Committee shall recommend to the Executive Council of the University about the suitability for the promotion of the candidate(s) under CAS for implementation.

- (e) The selection process shall be completed on the day/last day of the selection committee meeting wherein the minutes are recorded and recommendation made on the basis of the performance of the interview are duly signed by all members of the selection committee.
- (f) For all Selection Committees specified in these Regulations, Head of Department/Teacher-Incharge should be either in the same or higher rank/position than the rank/position for which the interview is to be held.

### 3.

Provided that while considering the candidates under both the categories 1 & 2 above:

- (i) In case the Selection Committee finds that a candidate is not suitable for promotion, it may consider him/her for promotion after one year. In such a case, his/her eligibility for promotion shall be deferred by one year.
- (ii) Every candidate will be required to appear for interview before the Selection Committee unless on a request from any candidate the Selection Committee agrees to consider him/her in absentia.
- (iii) In case of any dispute with regard to information given by the candidate in his/her self-assessment proforma, the decision of the Selection Committee shall be final.
- (iv) The candidate shall offer himself/herself for assessment for promotion, if he/she fulfils the minimum grading specified in the relevant assessment criteria and methodology tables, by submitting an application and the required assessment criteria and methodology proforma. He/she can do so three months before the due date. The University shall send a general circular twice a year, inviting applications for CAS promotion form the eligible candidates.
- a) If a candidates applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.
- b) If, however, the candidate finds that he/she would fulfils the CAS promotion criteria, as defined in Tables-1,2,4 and 5 of Appendix-II at a later date and applies on that date

and is successful, his/her promotion shall be effected from that date of candidate fulfilling the eligibility criteria.

- c) The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.

