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# CAREER ADVANCEMENT SCHEME (CAS) FOR UNIVERSITY TEACHERS

(AS PER UGC REGULATIONS - 2018)

## I. Assistant Professor (Academic Level - 10) to Assistant Professor (Senior Scale / Academic Level - 11)

### 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 and satisfies the following conditions:

2) Attended one Orientation course of 21 days duration on teaching methodology;

3) Any one of the following: Completed Refresher / Research Methodology Course / Workshop / Syllabus Up-gradation Workshop / Training Teaching - Learning - Evaluation, Technology Programmes / Faculty Development Programmes of at least one week (5 days) duration or taken one MOOCs course (with e-certification) or development of e-content in four-quadrants / MOOC's course during the assessment period; and

4) Published one research publication in the peer-reviewed journals or UGC-listed journals during the assessment period.

### CAS PROMOTION CRITERIA:

A teacher shall be promoted if;

i) He / She gets '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 provided in Appendix II, Table 1) and;

ii) The promotion is recommended by the Screening-cum-evaluation committee.

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## II. Assistant Professor (Senior Scale / Academic Level - 11) to Assistant Professor (Selection Grade / Academic Level - 12)

**ELIGIBILITY:**

1) Assistant Professor who has completed five years of service in Academic Level - 11 / Senior Scale.

2) A Ph.D. Degree in the subject relevant / allied / relevant discipline.

3) Has done any two of the following in the last five years of Academic Level 11 / Senior Scale: 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 Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every singly 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 - quadrants (at least one quadrant) minimum of 10 modules of a course / contribution towards the development of at least 10 modules of a MOOCs course / contribution towards conduct of a MOOCs course during the period of assessment.

4) Published three research papers in the peer-reviewed or UGC-listed journals during the assessment period.

**CAS PROMOTION CRITERIA:**

A teacher shall be promoted if;

i) The teacher gets '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 Appendix II, Table 1) and;

ii) The promotion is recommended by the Screening-cum-evaluation committee.

## III. Assistant Professor (Selection Grade / Academic Level - 12) to Associate Professor (Academic Level - 13A)

### ELIGIBILITY:

1) Assistant Professor who has completed three years of service in Academic Level - 12 / Selection Grade.

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 Course / 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 singly 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 - quadrants (at least one quadrants) 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.

4) A minimum of seven research publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.

5) Evidence of having guided at least one Ph.D. candidate.

### CAS PROMOTION CRITERIA:

A teacher shall be promoted if:

i) He / She gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as specified in Appendix II, Table 1, and has a research score of at least 70 as per Appendix II, Table 2.

ii) The promotion is recommended by a Selection Committee constituted in accordance with these Regulations.

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## IV. Associate Professor (Academic Level - 13A) to Professor (Academic Level - 14)

### ELIGIBILITY:

1) An Associate Professor who has completed three years of service in Academic Level - 13A.
2) A Ph.D. degree in the subject concerned / allied / relevant discipline.
3) A minimum of ten research publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
4) Evidence of having successfully guided doctoral candidate.
5) A minimum of 110 Research Score as per Appendix II, Table 2.

### CAS PROMOTION CRITERIA:

A teacher shall be promoted if;

i) He / She gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1, and at least 110 research score, as per Appendix II, Table 2.

ii) The promotion is recommended by a Selection Committee constituted in accordance with these Regulations.

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## Table - 2

**Methodology for University and College Teachers for calculating Academic / Research Score**

(Assessment must be based on evidence produced by the Teacher such as: copy of publications, project sanction letters, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students Ph.D. award letters etc.)

| S# | Academic / Research Activity | Faculty of Sciences/Engineering/ Agriculture/Medical/ Veterinary Sciences | Faculty of Languages/ Humanities/Arts/Social Sciences/ Library/Education/ Physical Education/ Commerce/ Management & other related disciplines |
|---|---|---|---|
| 1. | **Research Papers in Peer - Reviewed or UGC listed or UGC - CARE listed Journals** | 08 per paper | 10 per paper |
| 2. | **Publications (other than Research papers)** | | |
| | **(a) Books Authored which are published by;** | | |
| | International Publishers | 12 | 12 |
| | National Publishers | 10 | 10 |
| | Chapter in Edited Book | 05 | 05 |
| | Editor of Book by International Publisher | 10 | 10 |
| | Editor of Book by National Publisher | 08 | 08 |
| | **(b) Translation works in Indian and Foreign Languages by qualified faculties** | | |
| | Chapter or Research paper | 03 | 03 |
| | Book | 08 | 08 |

| S# | Academic/Research Activity | Faculty of Sciences/Engineering/ Agriculture/Medical/ Veterinary Sciences | Faculty of Languages/ Humanities/Arts/Social Sciences/ Library/Education/ Physical Education/ Commerce/ Management & other related disciplines |
|---|---|---|---|
| 3. | **Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula** | | |
| | **(a) Development of Innovative Pedagogy** | 05 | 05 |
| | **(b) Design of new curricula and courses** | 02 per curricula / course | 02 per curricula / course |
| | **(c) MOOCs** | | |
| | Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit) | 20 | 20 |
| | MOOCs (developed in 4 quadrant) per module/ lecture | 05 | 05 |
| | Content writer/subject matter expert for each module of MOOCs (at least one quadrant) | 02 | 02 |
| | Course Coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/ credit) | 08 | 08 |
| | **(d) E-Content** | | |
| | Development of e-Content in 4 quadrants for a complete course/e-book | 12 | 12 |
| | e-Content (developed in 4 quadrants) per module | 05 | 05 |
| | Contribution to development of e-content module in complete course/ paper/ e-book (at least one quadrant) | 02 | 02 |
| | Editor of e-content for complete course/ paper /e-book | 10 | 10 |

| S# | Academic/Research Activity | Faculty of Sciences/Engineering/ Agriculture/Medical/ Veterinary Sciences | Faculty of Languages/ Humanities/Arts/Social Sciences/ Library/Education/ Physical Education/ Commerce/ Management & other related disciplines |
|---|---|---|---|
| 4. | **(a) Research Guidance** | | |
| | Ph.D. | 10 per degree awarded<br>05 per thesis submitted | 10 per degree awarded<br>05 per thesis submitted |
| | M.Phil. / P.G dissertation | 02 per degree awarded | 02 per degree awarded |
| | **(b) Research Projects Completed** | | |
| | More than 10 lakhs | 10 | 10 |
| | Less than 10 lakhs | 05 | 05 |
| | **(c) Research Projects Ongoing :** | | |
| | More than 10 lakhs | 05 | 05 |
| | Less than 10 lakhs | 02 | 02 |
| | **(d) Consultancy** | 03 | 03 |
| 5. | **(a) Patents** | | |
| | International | 10 | 10 |
| | National 07 | 07 | 07 |
| | **(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/ World Bank/International Monetary Fund etc. or Central Government or State Government)** | | |
| | International | 10 | 10 |
| | National | 07 | 07 |
| | State | 04 | 04 |
| | **(c) Awards / Fellowship** | | |
| | International | 07 | 07 |
| | National | 05 | 05 |

| | | | |
|---|---|---|---|
| 6. | ***Invited Lectures / Resource Person / paper presentation in Seminars / Conferences / full paper in Conference Proceedings (Paper presented in Seminars / Conferences and also published as full paper in Conference Proceedings will be counted only once)** | | |
| | International (Abroad) | 07 | 07 |
| | International (within country) | 05 | 05 |
| | National | 03 | 03 |
| | State / University | 02 | 02 |

**The Research score for research papers would be augmented as follows:**

Peer-Reviewed or UGC-listed or UGC - CARE listed Journals (Impact factor to be determined as per Thomson Reuters list):

i) Paper in refereed journals without impact factor - 05 Points

ii) Paper with impact factor less than 1 - 10 Points

iii) Paper with impact factor between 1 and 2 - 15 Points

iv) Paper with impact factor between 2 and 5 - 20 Points

v) Paper with impact factor between 5 and 10 - 25 Points

vi) Paper with impact factor >10 - 30 Points

(a) Two authors: 70% of total value of publication for each author.

(b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator & Co-Investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The Research Score shall be from the minimum of three categories out of six categories.