PROCEEDINGS OF THE SPL. COMMISSIONER OF COLLEGIATE EDUCATION:A.P:VIJAYAWADA
Present: Smt. Sujata Sharma, I.A.S.,

Rc.No.961/UGC-PF/2011, dated:10.04.2018.

Sub: COLLEGIATE EDUCATION DEPARTMENT – Government and Aided Degree Colleges – Revised UGC Pay Scales 2006 – Fixation of pay under Career Advancement Scheme – Award of Senior Scale (Pay Band of Rs.15600-39100 + 7000 AGP) and Selection Grade Scale (Pay Band of Rs.15600-39100 + 8000 AGP) – Orders – Issued.

Read: 1) G.O.Ms.No.14 H.E (UE.II) Dept., dated:20.02.2010.
2) G.O.Ms.No.38, H.E (UE) Dept., dated:23.06.2016.
3) Government Memo No.15641/UE/A1/2012, dated:07.02.2017.
4) Spl. CCE's Procs. Rc.No.961/UGC-PF/2011, dated: .04.2017.
5) Circular No.961/UGC-PF/2011, dated:25.04.2017.
6) Spl. CCE's Procs. Rc.No.961/UGC-PF/2011, dated:22.05.2017.
7) Proposals of the Individuals received through the colleges concerned.
8) Spl. CCE's Procs. Rc.No.961/UGC-PF/2011, dated:11.08.2017.
9) Lr. Rc.No. 961/UGC-PF/2011, dated:19.02.2018.
10) Minutes of the Selection Committee.

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In the reference 1st read above Government have issued orders allowing revised UGC Scales 2006 w.e.f. 01.01.2006 to the teaching staff working in University and undergraduate Colleges in the State. In the reference 2nd read above Government have issued orders for implementation of UGC Regulations 2010 w.e.f. 30.06.2010 duly substituting the existing Appendix to G.O 1st read above.

In pursuance of the Government orders 2nd read above and Government clarification 3rd read above, the guidelines for award of Senior Scale (Pay Band of Rs.15600-39100 + 7000 AGP) and Selection Grade Scale (Pay Band of Rs.15600-39100 + 8000 AGP) fixation of pay under Career Advancement Scheme, eligibility criteria, selection procedure were communicated to all the Government and Aided Degree Colleges in the State with directions to obtain applications from the qualified & eligible Lecturers working in the respective colleges, including the left over cases, who gets eligibility upto 30.06.2010 and submit them to this office by online and by postal service on or before 15.05.2017. The last date for submission of applications was revised to 15.06.2017 vide reference 6th read above.

In the reference 8th and 9th read above, the screening and selection committees were constituted for verification and finalization of the applications of the Lecturers concerned.

The applications of the lecturers received through the Principals of Government Degree Colleges and Correspondents of Aided Degree Colleges on or before the due date have been verified by the scrutinizing committee with reference to the entries made in the service registers; qualification certificates and placed the scrutinized proposals before the Subject Experts concerned and Selection Committee. The provisional list of lecturers whose names are

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approved by the Selection Committee had been placed on the website of the Department facilitating the lecturers, who have submitted applications for award of Selection Grade Scale / Senior Scale as the case may be, to submit their grievances with regard to the date of award of Senior Scale / Selection Grade Scale and missing of their names in the list.

The proposals of the lecturers who had submitted grievances were scrutinized by the Scrutinizing Committee and the names of the Lecturers who are eligible for award of Senior Scale / Selection Grade Scale have been placed before the Selection Committee for its approval. In pursuance of the list of names of lecturers selected by the Selection Committee the Senior Scale (Pay Band of Rs.15600-39100 + 7000 AGP) and Selection Grade Scale (Pay Band of Rs.15600-39100 + 8000 AGP) or both under Career Advancement Scheme are awarded to the Lecturers of Government and Aided Degree Colleges in the State from the dates shown against their names in the Annexure appended (Annexure-I for Government Degree Colleges and Annexure-II for Private Aided Degree Colleges) to these orders.

The Principals of Government Degree Colleges and Correspondents of Aided Degree Colleges in the State are requested to communicate the orders to the individuals concerned under proper acknowledgement and submit proposals for fixation of pay under Senior Scale or Selection Grade Scale as the case may be in respect of the individual to the Regional Joint Director of Collegiate Education concerned strictly following the date so awarded in this proceedings.

The pay fixation of the individuals who are presently working in Academic Cell, O/o the Special Commissioner of Collegiate Education, A.P., Vijayawada will be done by UGC-PF Section in the office.

The individuals who are now awarded the Senior Scale (Pay Band of Rs.15600-39100 + 7000 AGP) and Selection Grade Scale (Pay Band of Rs.15600-39100 + 8000 AGP) under CAS are informed that if the date now awarded is found to be erroneous, then in future the same will be revised without assigning any notice to the individual besides recovery of the amount accrued due to fixation of pay based on the date of Senior Scale or Selection Grade Scale now awarded.

The Principals of Government Degree Colleges and Correspondents of Aided Degree Colleges in the State are informed that in case if the name of any individual, who has submitted proposal through the specified modes of submission before the due date, is missing in the selection list now communicated, the cases of such persons will be examined separately and placed before the next Selection Committee for approval and orders will be issued to those cases separately based on the approval of Selection Committee.

The original Service Registers of the individuals received in the office for this purpose will be returned to the respective college through the Principals of Identified Government Degree Colleges concerned. The Principals of identified Government Degree College concerned is requested to depute one office staff from their college to collect the service registers of the lecturers from this office and handover the service registers to the colleges concerned under proper acknowledgement.

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The orders are available in the website of the department (www.apcce.gov.in). The receipt of these orders should be acknowledged.

Sd/- Smt. Sujata Sharma,
SPECIAL COMMISSIONER OF COLLEGIATE EDUCATION

To
The individuals concerned through the Principal of Government Degree Colleges or Correspondent of Aided Degree Colleges concerned.
The Principal of Government Degree College concerned.
The Correspondent of Aided Degree Colleges concerned.
The Regional Joint Directors of Collegiate Education concerned.
Copy to the Principal, Identified Government Degree College in the State
Copy forwarded to the STO/DTO concerned.
Copy to A.I Section in the office.
Copy forwarded to the PAO, A.P. Ibrahimpatnam, Krishna Dist.
Spare-5

//ATTESTED//

OINT DIRECTOR OF COLLEGIATE EDUCATION

PROCEEDINGS OF THE COMMISSIONER OF COLLEGIATE EDUCATION
ANDHRA PRADESH :: MANGALAGIRI
Present : Sri. Dr.Pola Bhaskar., I.A.S.,

Rc.No.01/UGG.PF/2023 Dt :20.01.2023

Sub :- Collegiate Education- Government and Private Aided Colleges- Career Advancement Scheme – Calling for online applications from the eligible Lecturers / Librarians / Physical Directors for CAS - January 2023 - Notification - Issued.

Read:- 1.G.O.Ms.No.14 Education, dated: 20.02.2010.
2.G.O.Ms.No.38 Education (UEI) Department, dated: 23.06.2016.
3. Govt. Memo No. 15641/UE/AL/2012, dated: 07.02.2017.
4.Govt.Lr.No.2398/UE/A1/2017 Dated: 29.6.2017 with UGC Regulations 2016
5. G.O.Ms.No.14. HIGHER EDUCATION (UE) DEPARTMENT Dated:13.02.2019.

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Government vide G.O. second read above have issued orders substituting the appendix of G.O 1st read above, to that of UGC Regulations 2010 and communicated the UGC Regulations, 2016 in the letter 4th read above. Further, in the reference 5th read above, orders were issued implementing UGC Regulations 2018 for awarding CAS (Career Advancement Scheme) to the Lecturers, Physical Directors and Librarians are one among all the Regulations to be implemented.

Therefore, while placing all the above Government Orders issued in the references read above, the following notification is hereby issued for the award of Career Advancement Scheme-January 2023 to the eligible Lecturers/Physical Directors/Librarians to move from one AGP to next AGPs and from one Academic Level to next Academic Level as the case may be in both the aforesaid UGC Regulations.

The schedule, procedure, promotion criteria's and eligibility conditions for award of CAS to the Lecturers/Physical Directors/Librarians in both the Regulations are enclosed in the notification. The online application for CAS is available in the C.C.E., Official Website.

The Principals of Government Degree Colleges/Correspondents of Private Aided Colleges are here by instructed to communicate the notification to the Lecturers PDs/Librarians and see that eligible candidates apply for CAS without fail.

P.T.O

All the eligible Lecturers/Physical Directors/Librarians are here by instructed to go through the Notification and apply as directions therein.

The individuals who are eligible for CAS promotions as on 31.01.2023 are directed to apply for one (1) Pay Band/Academic Level only even though eligible for further promotions in view of proposal for issue of CAS notifications in every six (6)months.

Further, the Principals /Correspondents of Private Aided Colleges are hereby instructed, after receiving the application in their log-in, he/she has to verify the application of each individual in respect of his/her eligibility for CAS and validate the application through online and forward the validated application form to the Scrutiny Committee at Zonal Level along with three(3) sets of verified and validated application forms(Hard copies),updated Service Registers, and other relevant documents.

After scrutiny by the Zonal Level Committee, the application of the eligible applicants will be placed before the Screening-Cum-Evaluation Committee/Selection Committee for award of CAS promotions, which will be published in the C.C.E., official website.

Encl: Notification (CAS – January 2023)

Sd/- Pola Bhaskar.
Commissioner of Collegiate Education

To
The Principals of Government Degree Colleges in the state.
The Correspondents of Private Aided Degree Colleges in the state.
The Principal of Private Aided Degree Colleges in the state.
Copy to CAO & AGO of this Office
Copy to the Regional Joint Directors of Collegiate Education, Rajahmundry, Guntur & Kadapa.
Copy forwarded to the Secretary, A.P. State Council of Higher Education for favour of information.
Copy forwarded to the Registrars of all Universities Concerned.
Copy submitted to the Principal Secretary, Higher Education Dept, Andhra Pradesh, Amaravathi.
Spare.1.

//True Copy Attested//

Joint Director of Collegiate Education

Government of Andhra Pradesh
Commissionerate of Collegiate Education

Notification for the award of Career Advancement Scheme (January 2023) for College Teachers-Lecturers/Principals/Physical Directors and Librarians of Government Degree Colleges (GDCs) and Private Aided Colleges (PACs)

(Annexure to Proceedings Rc.No. 01/UGC-PF/2023, dated:20.01.2023)

Online applications are invited from all the eligible College Teachers (Principals &Lecturers) /Physical Directors/Librarians for **Career Advancement Scheme (CAS) who fulfills the eligibility conditions as on 31-01-2023.** The applicants are hereby instructed to apply for CAS by filling the online application (Part I and Part II) available in the CCE Website duly verifying the eligibility conditions stipulated in the notification i.e., the eligibility under **UGC 2010 regulations and its subsequent amendments or under UGC regulations 2018 whichever is applicable.**

1. **How to apply:**

   Step-1: Fill-up the basic details form **(Part-I)** and submit the data. On successful submission of Part-I Basic Details Form, an **acknowledgement** number will be generated.

   Step-2: Use the Acknowledgement number for online Payment of requisite registration and application fee.

   Step-3: After successful payment of requisite fee, applicants are directed to fill up CAS Application Form **(Part-II)**

   Note: The applicants are informed to apply for one Pay Band/ Academic Level only. The applicants are not allowed to submit separate applications for each Pay Band/Academic Level in view of issuance of CAS notifications in every six months.

2. **Fee Payment:**

   The applicants have to pay an amount of Rs. 1500/- fifteen hundred (Rs. 500/- as Registration fee and Rs. 1000/- as application fee) through the gateway provided in the online application.

3. **Process :**
   - The Principals/Correspondents, on receiving the application in their log-in, have to verify the application of each individual in respect of his/her eligibility for CAS and validate the application online and forward the validated application form to the Scrutiny Committee at Zonal Level along with Three sets of verified and validated application forms (Hard copies), Updated Service Registers, and other necessary documents
   - After scrutiny by the Zonal Level Committee, the application of the eligible applicants will be placed before the Screening –Cum-Evaluation Committee / Selection Committee.
   - The Screening –Cum- Evaluation Committee / Selection Committee will finally select the eligible candidates for CAS.

4. **Timelines/ Schedule for the Award of CAS to the Eligible College Teachers (Lecturers and Principals), Physical Directors and Librarians.**

S.No.	EVENT	TENTATIVE DUE DATES
01	Opening date of online application form in CCE website	**23-01-2023 (Monday)**
02	Closing date for Submission of online Applications for CAS by the applicants	**31-01-2023 (Tuesday)**
03	Verification and Validation of CAS Applications by the College Principals/Correspondents.	**08-02-2023 (Wednesday)**
04	Scrutiny by the Zonal Scrutiny Level Committee	**15-02-2023 (Wednesday)**
05	Selection by Screening Cum Evaluation Committee/ Selection Committee and submission of Reports along with the list of Eligible Candidates for Award of CAS to the Commissionerate of Collegiate Education.	**28-02-2023 (Tuesday)**

5. 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 Regulations 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:

(a) The teachers shall be considered for promotion from one Academic Level/Grade Pay to another as per the CAS under Regulations 2018

OR

(b) 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 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. (UGC Regulation 2018 dated 18-07-2018).

The relaxation in the requirements of Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS) upto the date of notification of UGC Regulation 2018 for the promotion from one Academic Level/Grade Pay to another under CAS as provided in UGC Regulations 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 2010 and its amendments including University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4^{th} 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 in the UGC Regulations 2010 with the following combined minimum API score requirement for Category II and Category III taken together, as mentioned in UGC Regulations 2018.

6. The teachers, whose promotion is due, shall select any one of the following two options to assess themselves under the PBAS system between the period from 18/7/2018 to 17/7/2021.

Option A: As per the UGC Regulations 2018.

OR

Option B: As per the UGC Regulations 2010 assessment with relaxation specified in UGC Regulations 2018 (This option can be exercised only within three years from the

date of notification of 2018 regulation, i.e. within 17/7/2021).

Option A or B can be exercised only for the CAS due within the period of 18/7/2018 to 17-07-2021 and those who get eligibility for CAS before the date of notification of UGC Regulations 2018, i.e., 18-07-2018 shall be regulated by UGC regulations 2010 and its subsequent amendments.

7. The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on his/her superannuation, the said post shall revert back to its original cadre.

8. For the promotion under the CAS, the applicant teacher must be on the roll and active service of the University/College on the date of consideration by the Screening-cum-Evaluation Committee / Selection Committee.

9. Requirement of completion of Orientation and Refresher courses for promotion due under CAS within the assessment period shall not be mandatory up to 31/12/2018.

10. i) If a candidate applies for promotion on completion of the minimum eligibility period and is successful in assessment, the date of promotion shall be from that of minimum period of eligibility.

ii) If, however the candidate finds that he/she would fulfills the CAS promotion criteria at a later date and applies on that date and is successful, his/her promotion shall be effected from the date of the candidate fulfilling the eligibility criteria.

iii) If he/she fails to succeed in first assessment, he/she has to be reassessed 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.

11. The Promotion Criteria and Eligibility conditions for award of CAS to the College Teachers/ Physical Directors/ Librarians as per UGC Regulations 2010 and its subsequent amendments (UGC Regulations, 2016 (4th Amendment)) :

A. For College Teachers:

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF TEACHERS IN COLLEGES AS PER APPENDIX-III - TABLE: III

S.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	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	(i) Minimum cumulative API scores using PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A). (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.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II(A) (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)	Assistant Professors with three years of completed service in Stage 3.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A). (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 may be given to M. Phil. holders and an exemption of two publications may be given to Ph. D. holders. (iii) One course / programme from among the categories of methodology workshops, Training, Teaching-Learning - Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration. (iv) A selection committee process as stipulated in the regulation and in Tables II(A).
4.	Associate Professor (Stage 4) to Professor (Stage 5)	Associate Professor with three years of completed service in Stage 4. and possessing a Ph.D. Degree in the relevant discipline.	(i)Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A). Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required. (ii)A minimum of five publications since the period that the teacher is placed in stage 3. (iii)A selection committee process as stipulated in the regulation and in Tables II (A).

B. For Physical Directors:

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF PHYSICAL EDUCATION CADRES IN UNIVERSITIES AND COLLEGES

Sl.No.	Promotion of Physical Education Cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant DPE/ College DPE to Assistant DPE (Senior Scale) / College DPE (Senior Scale) (Stage 1 to Stage 2)	Assistant DPE / College DPE completed four years of service in Stage 1 with Ph.D. or five years of service with M.Phil. or six years of service without Ph.D./ M.Phil	(i) Minimum cumulative API scores using PBAS scoring proforma developed by the UGC as per the norms provided in Table V (A). (ii) One Orientation and one Refresher / Research Methodology Course of 3/4 weeks duration. (iii) Screening cum Verification process for recommending promotion.
2.	Assistant DPE (senior scale) / CollegeDPE (senior scale) to Deputy DPE / Assistant DPE (selection grade) / CollegeDPE (selection grade) (Stage 2 to Stage 3)	Assistant DPE (senior scale) College DPE (senior scale) with completed service of five years in Stage 2	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table V(A) (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 3/4 week duration. (iii) Screening cum Verification process for recommending promotion.

3.	Assistant DPE (Selection Grade) / College DPE (Selection Grade) to Deputy DPE / College DPE (Selection Grade) (Stage 3 to Stage 4).	Assistant DPE (Selection Grade) / College DPE (Selection Grade) with three years of completed service in Stage 3.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table V(A). (ii) At least three publications in the entire period as Assistant/College DPE (twelve years). However, in the case of College DPE, an exemption of one publication may be given to M. Phil. holders and an exemption of two publications may be given to Ph. D. holders. (iii) Evidence of having produced.teams / athletes (iv) A selection committee process as stipulated in the regulation and in Tables V(A).

Note: The explanatory note provided for Table IIA for CAS for teachers is also applicable for the Physical Director cadres as per the API score specified for this cadre.

C. <u>For Librarians:</u>

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF LIBRARIAN CADRES IN UNIVERSITIES AND COLLEGES AS PER APPENDIX-III - TABLE IX

Sl.No.	Promotion of Librarian Cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Librarian/ College Librarian to Assistant Librarian (Senior Scale) / College Librarian (Senior Scale) (Stage 1 to Stage 2)	Assistant Librarian/ College Librarian completed four years of service in Stage 1 with Ph.D. or five years of	(i) Minimum API scores using PBAS scoring proforma developed by the university as per the norms provided in Table VIII (A) of Appendix III for Librarian cadres in universities and for college Librarian cadres.

		service with M.Phil. or six years of service without Ph.D./ M.Phil	(II)One Orientation and one Refresher Course of 3/4 weeks duration (iii) Screening cum Verification process for recommending promotion.
2.	Assistant Librarian (senior scale) / College Librarian (senior scale) to Assistant Librarian (selection grade) / College Librarian (selection grade) (Stage 2 to Stage 3)	Assistant Librarian (senior scale) / College Librarian (senior scale) with completed service of five years in Stage 2	(i) Minimum API scores using the PBAS scoring proforma developed by University as per the norms provided in Table VIII (A) of Appendix III for Librarian Cadres in universities and for college librarian cadres. (ii) Additionally, two refresher courses, for a minimum period of 3 to 4 week duration to have been undergone during the assessment period. (iii) Screening cum Verification process for recommending promotion.
3.	Assistant Librarian (Selection Grade) / College Librarian (Selection Grade) To Deputy Librarian / College Librarian(Selection Grade)(Stage 3 to Stage 4)	Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade) with three years of completed service in Stage 3.	(i) Minimum API scores using the PBAS scoring proforma developed by university as per the norms provided in Table VIII (A) of Appendix III. Three publications over twelve years. In Colleges, an exemption of one publication will be given to M. Phil holders and two publications to Ph. D. Holders. (ii) Additionally one course/training under the categories of Library automation / Analytical tool Development for academic documentation. (iii) A selection committee process as stipulated in the Regulation and in Table VIII (A)

Note: The explanatory note provided for Table IIA for CAS for teachers is also applicable for the Librarian cadres as per the API score specified for this cadre.

12. The Promotion Criteria and Eligibility conditions for award of CAS to the College Teachers/ Physical Directors/ Librarians as per UGC Regulations 2018:

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF COLLEGE TEACHERS AS PER PARA 2.9 (B) OF PART-II OF THE ANNEXURE TO THE G.O.MS. NO. 14, HIGHER EDUCATION (UE-II) DEPARTMENT, DATED 13.02.2019.

CAS For College Teachers:

Sl. No.	Stages of Promotion	Eligibility	Promotion Criteria
I	Assistant Professor Academic Level 10 to Assistant Professor (Senior Grade) Academic Level 11	1). Assistant Professors who have completed four years of service and having a Ph.D.degree or five years of service and having a M.Phil. / PG Degree in Professional Courses, such as LLM, M.Tech.,M.V.Sc., M.D., or six years of service for those withoutPh.D./M.Phil./ PG Degree in Professional courses. 2).Attended one Orientation course of 21 days' duration on teaching methodology; and Any one of the following: Completed one Refresher / Research Methodology Course OR Any two of the following:	(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 specified in Appendix II, Table 1, and; (ii) The promotion is recommended by the screening-

		Workshop, Syllabus Up-gradation Workshop, Training Teaching-Learning- Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (5 days) duration, OR Completed one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOC's course during the assessment period.	cum-evaluation committee.
II	Assistant Professor (Senior Scale) Academic Level 11 to AssistantProfessor (Selection Grade) Academic Level 12	(i)Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale. (ii)Any two of the following in the last five years of Academic Level-11/ Senior Scale: Completed courses/programmes from among the categories of Refresher Courses/Research 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 single course/programme of at least two weeks (ten days) duration); or completed MOOCs course in the relevant subject (with e-certification); or Contribution towards	(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.

		development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conducting of a MOOCs course during the period of assessment.	
III	Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)	1). Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade. 2). A Ph.D. degree in subject relevant /allied/relevant discipline. 3)Any one of the following during the last three years: completed one course /programme from amongst the categories of Refresher Courses/ Methodology Workshop/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 single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e- certification);	(i)He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as prescribed in Appendix II, Table 1, and (ii)The promotion to the post of Associate Professor is recommended by theselection committee in accordance with these Regulations.

		or contribution towards development of e-contents in 4-quadrant(at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.	
IV	Associate Professor (Academic Level 13A) to Professor (Academic Level 14)	1)An Associate Professors who have completed three years of service in Academic Level 13A. 2)A Ph.D. degree in subject relevant/allied/relevant discipline. 3)A minimum of 10 research publications in peer-reviewed or UGC-listed journals out of which three research papers shall be published during the assessment period. 4)A minimum of 110 Research Score as per Appendix II, Table 2	(i)The teacher 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 to the post of Professor is recommended by selection committee constituted in accordance with these Regulations.

CAS for Physical Directors:

Sl. No.	Stages of Promotion	Eligibility	Promotion Criteria
I	College Director of Physical Education and Sports (Academic Level 10) to College Director of Physical Education and Sports (Senior Scale/Academic Level 11)	(i) He/she has completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. degree or six years of service for those without an M.Philor Ph.D. degree. (ii) He/she has attended one Orientation course of 21 days' duration; and (iii) He/she has done any one of the following: (a)Completed Refresher / Research Methodology Course/ workshop, (b)Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration and (c) Taken/developed one MOOCs course (with e-certification).	(i) He/she gets a '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 specified in Appendix II, Table5; and (ii) The promotion is recommended by a screening-cum-evaluation committee.
II	College Director of Physical Education and Sports (Academic Level 11) to College Director of Physical Education and Sports (Senior Scale/Academic Level 12)	1) He/she has completed five years of service in that grade. 2) He/she has done any two of the following in the last five years: (i)Completed one course / programme from among the categories of refresher courses, research methodology workshops, (ii)Teaching-Learning-Evaluation Technology	(i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years' of the assessment

		Programmes / Faculty Development Programmes of at least two weeks (ten days) duration, (iii)Completed two courses of at least one week(five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), and (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification).	period as specified in Appendix II,Table 5, and; (ii). The promotion is recommended by a screening-cum-evaluation committee .
III	College Director of Physical Education and Sports (Academic Level 12) to College Director of Physical Education and Sports (Senior Scale/Academic Level 13A)	1) He/she has completed three years of service. 2) He/she has done any one of the following during last three years: (i)Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii)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 single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).	(i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II,Table 5, and; (ii) The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.
IV	College Director of Physical Education and Sports (Academic Level 13A) to College Director of Physical	1) He/she has completed three years of service. 2) He/she has done any one of the following during last three years: (i)Completed one course / programme from among the	(i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out

	Education and Sports (Senior Scale/Academic Level 14)	categories of Refresher Courses, Research Methodology Workshop, (ii)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 single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification). 3) Evidence of organising competitions and coaching camps of at least two weeks' duration. 4) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc. 5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.	of the last three years of the assessment period as specified in Appendix II,Table 5, and; (ii) The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.

CAS for Librarians:

Sl. No.	Stages of Promotion	Eligibility	Promotion Criteria
I	College Librarian (Academic level 10) to College Librarian (Senior Scale /Academic level 11)	(1)An Assistant Librarian/ College Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years' of experience, having at	(i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five

		least a M.Phil. degree, or six years of service for those without a M.Phil or a Ph.D. degree. (2) He/she has attended at least one Orientation course of 21 days' duration; and (3) Training, Seminar or Workshop on automation and digitalisation, maintenance and related activities, of at least 5 days, as per Appendix II, Table 4.	out of the last four/five/six years of the assessment period as the case may be as specified in Appendix II, Table 4, and (ii) The promotion is recommended by a screening-cum-evaluation committee.
II	College Librarian (Academic level 11) to College Librarian (Senior Scale /Academic level 12)	1) He/she has completed five years of service in that grade. 2) He/she has done any two of the following in the last five years: (i)Training/Seminar/Workshop/Course on automation and digitalisation, (ii)Maintenance and other activities as per Appendix II,Table 4 of at least two weeks (ten days) duration or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken/developed one MOOCs course in the relevant subject (with e-certification), or (iv) Library up-gradation course.	(i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in Appendix II, Table 4, and; (ii)The promotion is recommended by a screening-cum-evaluation committee.
III	College Librarian (Academic level 12) to College Librarian (Senior Scale /Academic	1) He/she has completed three years of service in that grade. 2) He/she has done any one of the following in the last three years: (i)Training/Seminar/Workshop/Course	(i) He/she gets a 'satisfactory' or 'good' grade in the annual performance

	level 13A)	on automation and digitalization, (ii)Maintenance and related activities as per Appendix II,Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.	assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and (ii) The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.
IV	College Librarian (Academic level 13A) to College Librarian (Senior Scale /Academic level 14)	1) He/she has completed three years of service in that grade. 2) He/she has done any one of the following in the last three years: (i)Training/Seminar/Workshop/Course on automation and digitalization, (ii)Maintenance and related activities as per Appendix II,Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course. 3) Evidence of innovative library services, including the integration of ICT in a library.	(i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and (ii) The promotion is recommended by a Selection Committee constituted as

		4) A Ph.D. Degree in Library Science/ Information Science/Documentation /archives and Manuscript- Keeping.	per these Regulations on the basis of the interview performance.

Sd/- Dr.Pola Bhaskar
Commissioner of Collegiate Education

//TRUE COPY ATTESTED//

Joint Director of Collegiate Education