

- (b) Qualifying in the national level test conducted for the purpose by the U.G.C. or any other agency approved by the U.G.C.
- (c) Candidates, who are, or have been awarded Ph. D degree in accordance with the "University Grants Commission" (Minimum Standards and Procedure for Award of Ph.D. Degree), Regulations 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET.

Career Advancement (Scheme)- This Career Advancement Scheme applies to the State Universities and Associated/Affiliated Colleges (except the Colleges affiliated to Sampurnanand Sanskrit University, Varanasi). It shall come into force from July 27,1998. Teachers who have become eligible for Senior Scale/Selection Grade/Reader (Promotion)/Professor (Promotion) under the Career Advancement Scheme in force prior to July 27, 1998 shall be covered by the provisions of Govt. Order No. 91-G.I/14:11:88-14(5)/87 dated 7th of January, 1989 and Statutes made earlier in this behalf and Govt. Order no. 1309/15-11-90-32/89 Dated March 17, 1990.

With effect from 27th of July, 1998 teachers shall have the opportunities for Career Advancement Scheme (Promotion) as given hereafter:

- 1- A Lecturer in University or in an affiliated/associated college will be eligible for placement in Senior Scale. A Lecturer (Senior Scale) may move into the grade of the Lecturer (Selection Grade) or Reader. Minimum length of

service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D. degree, five years for those with M.Phil. degree, six years for others at the level of Lecturer and for eligibility to move into the Grade of Lecturer (Selection Grade)/Reader, the minimum length of service as Lecturer (Senior Scale) shall

PART II

11.04 CAREER ADVANCEMENT SCHEME

11.04.01. This Career Advancement Scheme applies to the teachers and library cadre of the University and Colleges (except the Colleges affiliated to Sampurnanand Sanskrit University, Varanasi). Teachers who have become eligible for Senior Scale/Selection Grade/Reader (Promotion)/Professor (Promotion) under the Career Advancement Scheme in force prior to June 30th, 2010, shall be covered by the provisions of the statutes made earlier.

11.04.02. In order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these statutes in the CAS Promotion, the API based PBAS will be progressively and

prospectively rolled out. 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 annual scores as depicted in Table

be uniformly five years.

- 2- For Promotion to the posts of Reader and Professors the minimum eligibility criterion would be Ph.D. or equivalent published work.
- 3- Only a Reader in the University with a minimum of 8 years of service in that grade will be eligible to be considered for appointment as a Professor. Readers in Degree and Post Graduate Colleges will not be eligible for the Post of Professor under Career Advancement Scheme in the colleges.
- 4- In the case of University, Selection Committee for Lecturer (Selection Grade), Reader and Professor shall be constituted under clause (a) of sub-section (4) of section-31 of U.P. State Universities Act 1973.

Senior Scale: Constitution of Screening Committee -

Placement in Senior Scale will be through a process of Screening Committee to be constituted as under:-

(A) in the case of University the Screening Committee shall consist of -

- | | |
|---|----------|
| 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 Department concerned - | Member |

(B) In the case of affiliated/associated colleges (other than colleges maintained exclusively by the State Government), the Screening Committee shall consist of:

- 1- Director of Higher Education or his nominee not below the rank of the Principal of Govt. Degree/Post-graduate college. **Chairman**
- 2- To experts of the subject to be **Member**

II (a) and II (b) for university and college teachers. 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 2011, one year API scores for 2010-11 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2012, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period. For Category III (research and academic contributions), API scores for this category will be applied for the entire assessment period.

11.04.03. 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 Performa as evolved by the university duly supported by all credentials as per the API guideline. 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..

11.04.04. Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in

the statutes as per Tables II(a and b) of Appendix H 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

nominated by the Vice-Chancellor amongst whom one shall be from the university and one from the Associated/Affiliated College.

- 3- Head of the Management or a member of the Management nominated by him. **Member**
4- Principal of the College **Member-Convener**

(C) In the case of the college maintained exclusively by the State Govt. the screening Committee shall consist of:

- 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 Degree of Post-graduate College). **Member**
4- Principal of the College **Member**

6- **Lecturer (Senior Scale)-**

A lecturer will be eligible for placement in a senior scale through the procedure of selection, if she/he has;

- (i) Completed 6 years of service after regular appointment with relaxation of one year for those having M. Phil.

degree and relaxation of two years for those with Ph.D. Degree.

- (ii) Participated in one Orientation course and one Refresher course each of three to four weeks duration or engaged in other appropriate continuing education programmes of comparable quality, as may be specified or approved by the University Grants Commission.

successfully got re-assessed.

11.04.05. 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 Tables of Appendix-H.

11.04.06. The "Screening cum Evaluation Committee" for CAS promotion of Assistant Professors from one AGP to the other higher AGP shall consist of:

For University teachers:

- (i). The Vice Chancellor as the Chairperson of the Selection Committee;
(ii). The Dean of the concerned Faculty;
(iii). The Head of the Department ; and
(iv). One subject expert in the concerned subject nominated by the Vice Chancellor from the panel of experts.

For College teachers:

(Other than the colleges maintained by the State Governments)

- (i) Director of Higher Education or his nominee not below the rank of the Principal of a Government Degree College **Chairman.**
(ii). Principal of the College- **Member-Convener**

Provided that these Lecturers who have a Ph.D. degree would be exempted from one Refresher Course.

- (iii) Consistently satisfactory Annual Academic Progress Report and Performance Appraisal Report as per Appendix A & B.

7- Lecturer (Selection Grade) -

Lecturers after completion of five years in the senior scale who do not have Ph.D. degree or equivalent published work and who do not meet the scholarship and research standards, but fulfill the other criteria for the Post of Reader by Direct Recruitment given in these statutes, and have a good record in teaching and, preferably, have contributed in various ways such as to the corporate life of the institution, examination work or through extension activities and have completed two refresher courses each of at least three to four weeks duration will be placed in the selection grade subject to the recommendations of the selection Committee which is the same, as for promotion to the post of Reader. They will be designated as Lecturers in the Selection Grade.

Provided that a Lecturer in the Selection Grade could offer himself/herself for fresh assessment after obtaining Ph.D. degree and fulfilling other requirements for promotion as Reader and if found suitable could be given the designation of Reader.

8- Reader (Promotion)-

A Lecturer in the Senior Scale will be eligible for promotion to the post of Reader if she/he has :

- (i). Completed 5 years of service in the Senior Scale.
- (ii). Obtained a Ph.D. degree or has equivalent published work.
- (iii). Made some mark in the areas of scholarship and research as evidenced by self assessment, reports or referees, quality of publications, contribution to

(iii). Head of the Management or a Member
Member of the management
nominated by him-

(iv). Two subject experts in the Member
concerned subject nominated by
the Vice Chancellor from the
panel of experts;

For Government Colleges.

(i) Director of Higher Education Chairman

(ii) Two subject experts in the Member
concerned subject nominated by
the Vice Chancellor from the
panel of experts;

(iii) One subject-nominee of Director Member
of Higher Education (not below
the rank of Principal of a Degree
of a College).

(iv) Principal of the College Member-
Convener

11.04.07. The quorum for these committees in both categories mentioned above shall be three including the one subject expert/ university nominee need to be present.

11.04.08. 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 statutes and as per the minimum requirement specified in Tables II & III for each of the cadre of Assistant Professor shall recommend to the Executive Council/Board of Management.

11.04.09. All the selection procedures outlined above, shall be completed on the day of the selection committee meeting,

educational innovation, design of new courses and curricula and extension activities.

- (iv). Participated in two refresher courses/summer institutes of three to four weeks duration after placement in the Senior Scale, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grants Commission.
- (v). Possesses consistently good Annual Academic Progress Report and Performance Appraisal Report as per Appendix (A & B) respectively.

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Constitution of Selection Committee

Promotion as Reader will be through a process of selection by a Selection Committee to be constituted as under :

- (A) In the case of University, Selection Committee shall be constituted under clause (a) of Sub-section (4) of section-31 of the U.P. State Universities Act, 1973.
- (B) In the case of affiliated /associated colleges (other than the colleges exclusively maintained by the State Government) the Selection Committee shall consist of:
 - (1) Director of Higher Education or his **Chairman** nominee not below the rank of Principal of a Govt. Degree or Post-graduate College
 - (2) Three expert of the subject to be **Member** nominated by the Vice-Chancellor among whom one shall be from the University concerned, one from Associated/Affiliated College of the concerned university and one from the Associated/Affiliated College of

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 selection committee in the minutes.

- 11.04.10. 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.
- 11.04.11. 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. In any event, the university concerned shall send a general circular twice a year calling for applications for CAS promotions from eligible candidates.
- 11.04.12. 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.
- 11.04.13. (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

other university.

(3) The Head of the Management or a **Member**
Member of the Management
nominated by him.

(4) Principal of the College **Member**
Convener

(C) In the case of affiliated or associated college
maintained exclusively by the State Government, the
Selection Committee shall consist of :

(1) Director of Higher Education **Chairman**

(2) Three experts of the subject to be **Member**
nominated by the Vice-Chancellor
amongst whom one shall be from
the university, one from
Associated/Affiliated College and
one from the Govt. Colleges.

(3) Principal **Member**

10. Professor (Promotion)-

- (a) A minimum of 8 years experience as a Reader be, an eligibility.
- (b) Self-appraisal report for the period including five years before the date of eligibility be submitted.
- (c) Minimum of five research publication out of which two could be the books be submitted for evaluation/assessment before the interviews.
- (d) The assessment of the research publication, including books, be done by three eminent experts in the subject which shall be different than those called for interview to be conducted later on.
- (e) All the recommendations be positive from the three experts. In case the recommendation of one out of the three is negative, the research publication be sent to the fourth expert for evaluation and assessment. In all, there has to be a minimum of three positive

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.

**STAGES OF PROMOTION
UNDER CAREER ADVANCEMENT SCHEME**

11.04.14. Entry level Assistant Professors (Stage 1) would be eligible for promotion under the Career Advancement Scheme (CAS) through two successive stages (stage 2 and Stage 3), provided they are assessed to fulfill the eligibility and performance criteria as prescribed.

11.04.15. 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) after completion of four years service as Assistant Professor.

11.04.16. 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.

11.04.17. 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.