



UGC GUIDELINES FOR CAREER ADVANCEMENT SCHEME OF UGC
RSP- 2006

Assistant Professor (Senior Scale) - Academic Level-11 (Rs.15600-39100 + AGP Rs.7000)

Assistant Professor (Senior Scale) with Academic Level-11 Pay of Rs.6000, possessing Ph. D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade (**Rs.15600-39100 + AGP Rs.7000**) after completion of **four years** service as Assistant Professor.

Assistant Professor (Senior Scale) with Academic Level-11 Pay of Rs.6000, possessing M.Phil. Degree or post-graduate Degree in professional courses, approved by the relevant statutory body, such as LL.M./ME/M.Tech., etc. shall be eligible for the next higher grade (**Rs.15600-39100 + AGP Rs.7000**) after completion of **five years** service as Assistant Professor.

Assistant Professor (Senior Scale) with Academic Level-11 Pay of Rs.6000 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(**Rs.15600-39100 + AGP Rs.7000**) only after completion of **six years** service as Assistant Professor.

The upward movement from the entry level grade (**Rs.15600-39100+AGP Rs.6000**) to the next higher grade(**Rs.15600-39100 + AGP Rs.7000**) for all Assistant Professors shall be subject to :

- (i) satisfying the minimum API scores using PBAS scoring as per the norms of the UGC.
- (ii) attended one Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration.

Assistant Professor (Selection Grade) - Academic Level-12 (Rs.15600-39100 + AGP Rs.8000)

Assistant Professors who have completed **five years** of service in (**Rs.15600-39100 + AGP Rs.7000**) / or Assistant Professors (Senior Scale) in the pre-revised scale of Rs.10000 -15200 shall be eligible, to move up to next higher grade (**Rs.15600-39100 + AGP Rs.8000**) subject to:

- (i) satisfying the minimum API scores using PBAS scoring as per the norms of the UGC.
- (ii) attended 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.

For moving from one AGP to the other Higher AGP the process of selection is by a Screening-cum-Evaluation Committee.

ASSOCIATE PROFESSOR (Rs.37,400-67000 + AGP Rs.9000)

Assistant Professors completing **three years** of service in (Rs.15600-39100 + AGP Rs.8000) shall be eligible to move to the next higher grade (Rs.37,400-67000 + AGP Rs.9000) and to be designated as Associate Professor subject to:

- (i) satisfying the minimum API scores using PBAS scoring as per norms of the UGC.
- (ii) at least **three publications** in the entire period as Assistant Professor
- (iii) attended one course / programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation Technology Programme, Soft Skills development Programme and Faculty Development Programme of minimum one week duration.

Promotion to the post of Associate Professor will be through a process of Selection by a Selection Committee as per the UGC regulations.

PROFESSOR (Rs.37,400-67000 + AGP Rs.10,000)

Associate Professor completing **three years** of service in Rs.37,400-67000 + AGP Rs.9000 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and placed in the next higher grade (Rs.37,400-67000 + AGP Rs.10,000), subject to:

- (i) satisfying the minimum yearly /cumulative API scores using the PBAS scoring as per the norms of UGC. Teachers may combine two assessment periods (in AGP Rs.7000 and Rs.8000) to achieve minimum API scores, if required.
- (ii) A minimum of **five publications** since the period that the teacher is placed in AGP Rs.8000.

Promotion to the post of Professor will be through a process of selection by a Selection Committee as per the UGC norms.

PROFESSOR (Rs.37,400-67000 + AGP Rs.12,000)

Ten percent of the positions of Professors in a University, with a minimum of ten years of teaching and research experience as Professor either in the pre-revised scale of Professor's pay or the revised scale of pay will be eligible for promotion to the higher grade of Professorship (AGP Rs.12,000), on satisfying the required API score through the PBAS methodology stipulated in UGC regulations through a duly constituted Expert Committee, subject to possessing:

- (a) post-doctoral research outputs of high standard
- (b) awards/honours/and recognitions
- (c) additional research degrees like D.Sc., D.Litt., LID, etc; patents and IPR on products and processes developed/technology transfer achieved in the case of teachers in Science and Technology.

- (d) Minimum yearly/cumulative API scores for the assessment period as per the norms of the UGC.

The selection is to be conducted by the University by receiving duly filled PBAS proformas from eligible Professors based on seniority, three times in number of the available vacancies in each Faculty, in case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available.

The assessment process shall be through an Expert Committee evaluation of all credentials submitted by the Teacher in University Departments. No separate interview will be conducted for this category.

PHYSICAL EDUCATION CADRES:

ASSISTANT PROFESSOR (Rs.15600-39100 + AGP Rs.7000)

Assistant Professor with Academic Grade Pay of Rs.6000, possessing Ph. D. Degree in Physical Education shall be eligible for moving to the next higher grade (**Rs.15600-39100 + AGP Rs.7000**) after completion of **four years** service as Assistant Professor.

Assistant Professor with Academic Grade Pay of Rs.6000, possessing M.Phil. Degree in Physical Education shall be eligible for the next higher grade (**Rs.15600-39100 + AGP Rs.7000**) after completion of **five years** service as Assistant Professor.

Assistant Professor with Academic Grade Pay of Rs.6000 who does not have Ph.D. or M.Phil, shall be eligible for the next higher grade(**Rs.15600-39100 + AGP Rs.7000**) only after completion of **six years** service as Assistant Professor.

The upward movement from the entry level grade (**Rs.15600-39100+AGP Rs.6000**) to the next higher grade(**Rs.15600-39100 + AGP Rs.7000**) for Assistant Professors shall be subject to :

- (j) satisfying the minimum API scores using PBAS scoring as per the norms of the UGC.
- (ii) attended one Orientation and one Refresher Course of 3/4 weeks duration.

ASSISTANT PROFESSOR (Rs.15600-39100 + AGP Rs.8000)

Assistant Professors who have completed **five years** of service in (**Rs.15600-39100 + AGP Rs.7000**) / or Assistant Professors (Senior Scale) in the pre-revised scale of Rs.10000 -15200 shall be eligible, to move up to next higher grade (**Rs.15600-39100 + AGP Rs.8000**) subject to:

- (i) satisfying the minimum API scores using PBAS scoring as per the norms of the UGC.
- (ii) additionally, two refresher courses of 3/4 weeks duration to have been undergone during the assessment period.

For moving from one AGP to the other Higher AGP the process of selection is by a Screening-cum-Evaluation Committee

ASSOCIATE PROFESSOR (Rs.37,400-67000 + AGP Rs.9000)

Assistant Professors completing **three years** of service in (Rs.15600-39100 + AGP Rs.8000) shall be eligible to move to the next higher grade (Rs.37,400-67000 + AGP Rs.9000) and to be designated as Associate Professor subject to:

- (i) satisfying the minimum API scores using PBAS scoring as per the norms of the UGC.
- (ii) at least **three publications** in the entire period as Assistant Professor
- (iii) evidence of having produced teams/athletes

Promotion to the post of Associate Professor will be through a process of Selection by a Selection Committee as per the UGC regulations.

PROFESSOR (Rs.37,400-67000 + AGP Rs.10,000)

Associate Professor completing **three years** of service in Rs.37,400-67000 + AGP Rs.9000 and possessing a **Ph.D. Degree** in Physical Education shall be eligible to be appointed and designated as Professor and placed in the next higher grade (Rs.37,400-67000 + AGP Rs.10,000), subject to:

- (i) satisfying the minimum yearly /cumulative API scores using the PBAS scoring as per the norms of UGC. Teachers may combine two assessment periods (in AGP Rs.7000 and Rs.8000) to achieve minimum API scores, if required.
- (ii) a minimum of **five publications** since the period that the teacher is placed in AGP Rs.8000.
- (iii) evidence of having produced teams/athletes

Promotion to the post of Professor will be through a process of selection by a Selection Committee as per the UGC norms.

LIBRARIANS/DEPUTY LIBRARIANS/ASSISTANT LIBRARIANS:

ASSISTANT LIBRARIAN (Rs.15600-39100 + AGP Rs.7000)

Assistant University Librarian possessing Ph.D. in Library Science, after completing service of **four years** in Academic Grade Pay of Rs.6000 shall be eligible for the higher grade (Rs.15600-39100 + AGP Rs.7000).

Assistant University Librarian not possessing Ph.D. but only M.Phil. in Library Science, after completing service of **five years** in Academic Grade Pay of Rs.6000 shall become eligible for the next higher grade (Rs.15600-39100 + AGP Rs.7000)

Assistant University Librarian without the relevant Ph.D. or M.Phil. after completing **six years** in Academic Grade Pay of Rs.6000 shall become eligible for the next higher grade (Rs.15600-39100 + AGP Rs.7000).

The upward movement from the entry level grade (**Rs.15600-39100+AGP Rs.6000**) to the next higher grade (**Rs.15600-39100 + AGP Rs.7000**) for all Assistant University Librarians shall be subject to :

- (i) satisfying the minimum API scores using PBAS scoring as per the norms of UGC for Librarian cadres in Universities
- (ii) attended one Orientation and one Refresher Course of 3/4 weeks duration

ASSISTANT LIBRARIAN (Rs.15600-39100 + AGP Rs.8000)

On completion of service of **five years** as Assistant Librarian (Senior Scale (pre-revised) /AGP Rs.7000) shall be eligible to move up to the next higher grade (**Rs.15600-39100 + AGP Rs.8000**), subject to:

- (i) satisfying the minimum API scores using PBAS scoring as per the norms of UGC for Librarian cadres in Universities.
- (ii) attended two refresher courses, for a minimum period of 3 to 4 week duration during the assessment period.

For moving from one AGP to the other Higher AGP the process of selection is by a Screening cum Evaluation Committee.

DEPUTY LIBRARIAN (Rs.37,400-67000 + AGP Rs.9000)

After completing **three years** in Assistant Librarian (Selection Grade (pre-revised) /AGP Rs.8000) shall be eligible to move up to the next higher grade (**Rs.37,400-67000 + AGP Rs.9000**) with designation as Deputy Librarian subject to:

- (i) satisfying the minimum API scores using the PBAS scoring as per the norms of UGC for Librarian cadres in universities
- (ii) Three publications over twelve years.
- (iii) attended one course/training under the categories of Library automation / Analytical tool Development for academic documentation.

Promotion will be through a process of Selection by a Selection Committee as per the regulations of UGC.

LIBRARIAN (Rs.37400-67000 + AGP Rs.10000)

Deputy Librarian in university with **three years** of completed service in **Rs.37400-67000 + AGP Rs.9000** shall be eligible to move up to the next higher grade **Rs. 37400-67000 + AGP Rs.10000** with designation as Librarian subject to:

- (i) satisfying the minimum API scores using the PBAS scoring as per the norms of UGC for University Librarian. Minimum API scores can also be considered over two assessment periods AGP Rs.8000 and Rs.9000, if required
- (ii) A minimum of 5 publications over current and previous assessment periods
- (iii) Evidence of innovative library service and organisation of published work

Promotion will be through a process of Selection by a Selection Committee as per the regulations of UGC.

COUNTING OF PAST SERVICES FOR PROMOTION UNDER CAS

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional Organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT, etc., should be counted for promotion under CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described provided that:

- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor as the case may be.
- (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
- (c) The candidate for direct recruitment has applied through proper channel only
- (d) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- (e) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University/State Government/Central Government/Concerned Institutions, for such appointments.
- (f) The previous appointment was not as guest lecturer for any duration, or an adhoc or in a leave vacancy of less than one year duration. Ad hoc or temporary service of more than one year duration can be counted provided that:
 - (i) the period of service was of more than one year duration;
 - (ii) the incumbent was appointed on the recommendation of duly constituted Selection Committee; and
 - (iii) the incumbent was selected to the permanent post in continuation to the adhoc or temporary service, without any break.
- (g) The services of those Research Associates, who have been appointed through a duly constituted selection committee and have performed academic duties corresponding to lecturer, may be counted for the purpose of promotion as lecturer (senior scale) vide UGC Lr.No.3-2/2004(PS) Misc., dated 12.03.2010.

- (h) No distinction should be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), for counting past services under this clause.

NOTE:

- Candidates who do not fulfill the minimum score requirement under the API Scoring System as per the norms of the UGC or those who obtain less than 50% in the expert assessment of the selection process will 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.
- If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be deemed to be the minimum period of eligibility.
- If however, the candidate finds that she/he fulfills the eligibility conditions at a later date and applies on that date and is successful, her/his promotion will be deemed to be from that date of application.
- If the candidate does not succeed in the first assessment, but succeeds in an eventual assessment, her/his promotion will be deemed to be from the later date.
- A teacher should acquire the required minimum aggregate score over two previous stages, taken together. In the case of promotion to Professor, the publications requirement shall be met over the two previous stages.
- 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.
- The incumbent teacher must be on the role and active service of the University on the date of consideration by the Selection Committee for Selection/CAS Promotion.
- **No teacher, other than those with a Ph.D. shall be promoted or appointed as Professor.**
