

**GOVERNMENT OF RAJASTHAN  
DEPARTMENT OF PERSONNEL  
(A-Gr. II)**

No. : F. 1(6)DOP/A-II/84

Jaipur, dated 31/1/2018

**NOTIFICATION**

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Rajasthan hereby makes the following rules further to amend the Rajasthan Educational Service (Collegiate Branch) Rules, 1986, namely:-

**1. Short title and commencement.**- (1) These rules may be called the Rajasthan Educational Service (Collegiate Branch) (Amendment) Rules, 2018.

(2) They shall come into force from the date of their publication in the Official Gazette.

**2. Amendment of rule 2.**- In rule 2 of the Rajasthan Educational Service (Collegiate Branch) Rules, 1986, hereinafter referred to as the said rules,-

(i) the existing clause (g) shall be substituted by the following, namely:-

“(g) “Commissioner/Director” means the Commissioner/Director of College Education, Rajasthan;”;

(ii) after the existing clause (i) and before the existing clause (j), the following new clause (ii) shall be inserted, namely:-

“(ii) “Regulations” means the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2010, as amended from time to time and as adopted by the State Government;

(iii) in clause (m), at the end, the expression "and" shall be added; and

(iv) after the clause (m), so amended, the following new clause (n) shall be added, namely:-

“(n) “Year” means financial year.”

**3. Amendment of rule 10.**- In rule 10 of the said rules, for the existing expression "Lecturer", wherever occurring, the expression " Assistant Professor" shall be substituted.

**4. Amendment of rule 23.**- The existing rule 23 of the said rules shall be substituted by the following, namely:-

2/2018

**"23. Assessment.-** No Assistant Professor/Associate Professor/ Professor shall be allowed to cross the stage of assessment in the prescribed pay scale unless an assessment has been done by a Committee consisting of,-

- |       |  |   |                  |
|-------|--|---|------------------|
| (i)   | Chairman of the Commission or a Member thereof nominated by him  | - | Chairman         |
| (ii)  | Additional Chief Secretary/Principal Secretary/Secretary to the Government in the Department of Higher Education                                       | - | Member           |
| (iii) | Principal Secretary/Secretary to the Government in the Department of Personnel or his nominee not below the rank of Deputy Secretary to the Government | - | Member           |
| (iv)  | Commissioner/Director of College Education, Rajasthan  | - | Member Secretary |

The Chairman or the Member of the Commission shall preside over the meeting of the committee in which he is present.

The Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) as specified in the Regulations, as amended from time to time, shall apply.

The Annual Performance Appraisal Reports and norms as prescribed by the Department of Personnel regarding promotions, as amended from time to time, shall also be applicable for assessment by the Committee."

**5. Amendment of heading of PART VI.-**The existing heading of "PART VI" of the said rules shall be substituted by the following, namely:-

*"Eligibility and procedure for selection to the post of Principal of Colleges/Joint Director, promotion to the post of Professor & Associate Professor and on the post of Assistant Professor"*

**6. Amendment of rule 26.-** In rule 26 of the said rules,-

(A) the existing sub-rule (1) shall be substituted by the following, namely:-

**"26 (1) Eligibility.-** (i) Post of Principal of colleges/Joint Director shall be filled by selection as prescribed in Schedule-I subject to their possessing minimum qualification and experience

mentioned in column 6 on the first day of month of April of the year of selection.

- (ii) The Annual Performance Appraisal Reports shall be applicable for assessment.
- (iii) No person shall be considered for selection unless he/she is regularly selected under these rules.
- (iv) There shall be a common cadre for the post of Principal/Joint Director for Under Graduate/Post Graduate colleges”;

(B) the existing sub-rule (2) shall be substituted by the following, namely:-

"(2) **Procedure for selection.**- Subject to the provision of these rules, the Appointing Authority shall determine the actual number of vacancies as on 1st April every year of Principal of colleges/Joint Director occurring during the year to fill the same by eligible candidates. Guidelines for selection procedure shall be issued subsequently by the Government with concurrence of the Commission."; and

(C) the existing sub-rule (4) shall be substituted by the following, namely:-

"(4) (i) Selection shall be made by a Committee consisting of,-

- (a) The Chairman of the Commission or a member thereof nominated by him -Chairperson
- (b) Additional Chief Secretary/Principal Secretary /Secretary to the Government in the Department of Higher Education -Member
- (c) Principal Secretary/Secretary to the Government in the Department of Personnel or her/his representative not below the rank of a Deputy Secretary to the Government -Member
- (d) Commissioner/Director College Education -Member Secretary

(ii) The Chairman or the Member of the Commission shall preside over the meetings of the Committee:

Provided that in case any Member or Member Secretary, as the case may be, constituting the Committee has not been

41

appointed to the post concerned, the officer holding charge of the post for the time being shall be the Member or Member Secretary, as the case may be, of the Committee.

(iii) The names of candidates selected on the basis of merit by the Committee shall be arranged in order of seniority and shall be forwarded to the Government for their selection to the post of Principal of colleges/Joint Director."

**7. Insertion of new rules 26A and 26B.-** After the existing rule 26 and before the existing rule 27 of the said rules, the following new rules 26A and 26B shall be inserted, namely:-

**"26A. Eligibility and Procedure for Promotion to the post of Professor.- (1) Eligibility and Procedure.-** (i) Post of Professor shall be filled by promotion as prescribed in Schedule-I subject to their possessing minimum qualification and experience mentioned in column 6 on the first day of month of April of the year of selection.

(ii) The Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) as specified in the Regulations, as amended from time to time, shall apply.

(iii) The post of Professors shall be filled 100% by promotion from Associate Professors/Vice Principals.

(iv) The number of post of Professors shall be 437 for PG Colleges i.e. the number of PG courses and 40 for UG colleges i.e. 10% of the post of Associate Professors in UG Colleges. No new post will be created or added in the cadre for Professor:

Provided that the restriction of the number of post of Professors as enumerated in clause (iv) of sub rule (1) above shall not be applicable in case of the post of Professor is created on account of the opening of new college or up-gradation of Under Graduate subject to Post Graduate subject.

(v) There shall be common cadre for the post of Professor for UG/PG Colleges.

(vi) Promotion to the post of Professor shall strictly be made on the condition of subject-wise availability of post.

(2) Except as otherwise expressly provided in this rule, the promotion to the post of Professor shall be made by the committee specified in rule 23

41

and other conditions shall be the same as prescribed in sub-rule (1A), sub-rule (3) and sub-rule (5) to sub-rule(10A) of rule 26.

**26B. Procedure for promotion to the post of Assistant Professor in AGP 7000, Assistant Professor in AGP 8000 and Associate Professor in AGP 9000.- (1) Eligibility and Procedure for Promotion.-** (i) For every year, a list for assessment of eligible candidates who fulfill the promotion criteria as laid down in the Regulations is prepared by the Director/ Commissioner College Education. The Assessment shall be made by the Committee constituted under rule 23.

(ii) The Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) as specified in the Regulations, as amended from time to time, shall apply.

(2) The lists prepared under sub-rule (1) above by the Committee shall be sent to the Appointing Authority together with details of all the candidates included in the lists as also of those not selected, if any.

(3) Provisions of sub-rule (1A) of rule 26 and provisions regarding Annual Performance Appraisal as mentioned in rule 26 shall be applicable for promotion."

**8. Amendment of rule 32.-** In rule 32 of the said rules, for the existing expression " Lecturer", the expression "Assistant Professor" shall be substituted.

**9. Amendment of rule 39.-** The existing rule 39 of the said rules shall be re-numbered as rule 40.

**10. Insertion of new rule 39.-** After the existing rule 38 and before the rule 40, so re-numbered, the following new rule 39 shall be inserted, namely:-

**"39. Special provision for recruitment on vacant post and work load.-** (1) Any vacancy in the cadre due to superannuation, death, creation of posts in new colleges or any other reason, shall be filled in by direct recruitment on the post of Assistant Professor only and the post which fall vacant after promotion under Career Advancement Scheme (CAS) from Assistant Professor to Associate Professor and Associate Professor to Professor shall not be filled by direct recruitment.

(2) Workload of Principal, Professor, Associate Professor and Assistant Professor shall be according to the norms as prescribed by the Government, from time to time."

**11. Substitution of Schedule-I.-** The existing Schedule-I appended to the said rules shall be substituted by the following, namely:-

41

**"SCHEDULE-I**

S.No.	Name of the Post	Method of recruitment with percentage	Minimum qualification and experience for direct recruitment	Post from which promotion/ selection is to be made.	Minimum qualification and experience for promotion/ selection	Remarks
1	2	3	4	5	6	7
<b>Administrative Post</b>						
1.	Commissioner / Director	100% by selection	-	Principal/ Joint Director	3 years of experience on the post mentioned in column no 5.	The Government may appoint an IAS officer to the post of Commissioner / Director at any time whenever situation so warrants.
<b>Teaching Post</b>						
2.	Principal of college/Joint Director (Academic)	100% by Selection	-	Professor/ Associate Professor/ Vice principal	<p>(i) Professor possessing Ph.D. Degree in relevant discipline shall be eligible for promotion as Principal.</p> <p>(ii) Associate Professor / Vice principal completing total experience of 25 years of teaching/ administration in Government colleges after regular selection and possessing Ph.D. Degree in relevant discipline shall be eligible for promotion as Principal.</p>	<p>(i) 75% posts shall be filled from the post of Associate Professors</p> <p>/Vice principals and remaining 25% of posts shall be filled by the post of available Professors. If Professors are not available, the remaining posts of Principals/ Joint Directors shall be filled by Associate Professors</p> <p>/Vice principals.</p> <p>(ii) The 25 % posts of Principals shall be inclusive of 477 posts of Professors and no additional post of</p>

41

3.	Vice Principal UG/PG College	-	-	-	-	<p>Principal shall be created.</p> <p>Guidelines for selection procedure shall be issued subsequently by the Government with the concurrence of the Commission.</p> <p>(i) As the post of Vice Principal is a dying cadre, no promotions are to be made from lecturer to the cadre of vice principal.</p> <p>(ii) This cadre shall be dying cadre. As and when this post falls vacant on any account it shall be deemed to have been abolished.</p> <p>(iii) The existing Vice Principals shall be eligible for the post of Principal /Professor as per conditions specified in column no 6 of s.no 2 and column no 6 of s.no 4 respectively.</p>
4.	Professor	100% by promotion	-	Associate Professor/  Vice Principal	<p>(i) Associate Professor completing seven years of service in AGP of 9000 with total experience of 19 years of teaching/ administration in Government colleges and possessing Ph.D. Degree in relevant discipline shall be eligible for promotion as Professor subject to other condition of academic performance satisfying the credit points as per API based on PBAS methodology .</p> <p>(ii) Minimum yearly/ cumulative API scores using the PBAS scoring proforma as per Appendix I, Table I, II (A), II (B).</p> <p>(iii) A minimum of five publications since the period that the teacher is placed in stage 3</p>	

41

					i.e. AGP 8000.	
5.	Associate Professor	100% by promotion	-	Assistant Professor	<p>(I) Assistant Professor completing three years of teaching in AGP of 8000 shall be eligible for promotion as Associate Professor subject to the qualifying conditions;</p> <p>(i) Minimum API scores using the PBAS scoring proforma as in Table I and Table II (A) and II (B) of Appendix I appended to the Schedule-I</p> <p>(ii) At least three publications in the entire period as Assistant Professor (12 years). An exemption of one publication will be given to M.Phil. holders and exemption of two publications will be given to Ph.D. holders.</p> <p>(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.</p> <p>(iv) A selection committee as provided for in Table I and Table II(A) and II(B) of Appendix-I appended to the Schedule-I shall be the same Committee as prescribed in rule 23.</p>	Assistant Professor drawing pay in AGP of 9000 under CAS (Selection Scale) on promotion to Associate Professor shall not be eligible for any further benefit on promotion. Only designation of the post shall be changed from Assistant Professor to Associate Professor.
6.	Assistant Professor (AGP 8000)	100% by Promotion		Assistant Professor (AGP 7000)	As per Clause 6.4.6 of Regulations	
7.	Assistant Professor	100% by Promotion		Assistant Professor	As per Clause 6.4.5 of Regulations.	

11



	(AGP 7000)		(AGP 6000)		
8.	Assistant Professor	100% by direct recruitment	<p>(i) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in the relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.</p> <p>(ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or similar test accredited by the UGC like SLET/SET.</p> <p>(iii) Candidates, who are, or have been awarded a 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 for recruitment and appointment of Assistant Professor.</p> <p>(iv) NET/SLET/SET shall also not be required for such</p>		

41

			masters programmes in disciplines for which NET/SLET/SET is not conducted.			
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**Appendix appended to Schedule I**

**APPENDIX – I TABLE – I**

**PROPOSED SCORES FOR ACADEMIC PERFORMANCE INDICATORS (APIs) IN RECRUITMENTS AND CAREER ADVANCEMENT SCHEME (CAS) / PROMOTIONS OF COLLEGE TEACHERS.**

**CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES**

**Brief Explanation:** Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; (b) domain knowledge; (c) participation in examination and evaluation; (d) contribution to innovative teaching, new courses etc. The minimum API score required by teachers from this category is 75. The self assessment score should be based on objectively verifiable criteria wherever possible and will be finalized by the screening/selection committee.

S. No.	Nature of Activity	Maximum Score
1	Lectures, seminars, tutorials, practicals, contact hours undertaken taken as percentage of lectures allocated <sup>a</sup>	50
2.	Lectures or other teaching duties in excess of the UGC norms	10
3	Preparation and Imparting of knowledge / instruction as per curriculum; syllabus enrichment by providing additional resources to students	20
4	Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc.	20
5	Examination duties (Invigilation; question paper setting, evaluation/assessment of answer scripts) as per allotment.	25
	<b>Total Score</b>	<b>125</b>

41

	<b>Minimum API Score Required</b>	75
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Colleges will be required to detail the activities and in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

Note: <sup>a</sup> Lectures and tutorials allocation to add up to the UGC norm for particular category of teacher. colleges may prescribe minimum cut-off (net of due leave), say 80 %, for 1 and 5 above, below which no scores may be assigned in these sub-categories.

**CATEGORY II: CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.**

**Brief Explanation:** Based on the teacher's self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. The minimum API required by teachers for eligibility for promotion is 15. A list of items and proposed scores is given below. It will be noticed that all teachers can earn scores from a number of items, whereas some activities will be carried out only by one or a few teachers. The list of activities is broad enough for the minimum API score required (15) in this category to accrue to all teachers. As before, the self-assessment score should be based on objectively verifiable criteria and will be finalized by the screening/selection committee.

The model table below gives groups of activities and API scores. Colleges may detail the activities or, in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

S. No.	Nature of Activity	Maximum Score
1	Student related co-curricular, extension and field based activities (such as extension work through NSS/NCC and other channels, cultural activities, subject related events, advisement and counseling)	20
2	Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities.	15
3	Professional Development activities (such as participation in seminars, conferences, short term, training courses, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15
<b>Minimum API Score Required</b>		15

41

**CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS**

**Brief Explanation:** Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API score required by teachers from this category is different for different levels of promotion in colleges. The self-assessment score will be based on verifiable criteria and will be finalized by the screening/selection committee.

S- No.	APIs	Engineering/Agriculture/ Veterinary Science/Sciences/Medical Sciences	Faculties of Languages Arts/Humanities/Social Sciences/Library/ Physical education/Management	Max. points for University and college teacher position
III A	Research Papers published in:	Refereed Journals *	Refereed Journals *	15 / publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10 / Publication
		Conference proceedings as full papers, etc. (Abstracts not to be included)	Conference proceedings as full papers, etc. (Abstracts not to be included)	10/ publication
III B	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer review system	Text or Reference Books Published by International Publishers with an established peer review system	50 /sole author; 10 /chapter in an edited book
		Subjects Books by National level Publishers/State and Central Govt. Publications with ISBN/ISSN numbers	Subject Books by / national level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	25 /sole author, and 5/ chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	Subject Books by Other local publishers with ISBN/ISSN numbers.	15 / sole author, and 3 / chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers	Chapters contributed to edited knowledge based volumes published by International Publishers	10 /Chapter
		Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	Chapters in knowledge based volumes in Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	5 / Chapter\
III C				
III	Sponsored Projects	(a) Major Projects amount mobilized with grants above	Major Projects amount	20 /each Project

(C) (i)	carried out/ ongoing	30.0 lakhs	mobilized with grants above 5.0 lakhs	
		(b) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	Major Projects Amount mobilized with minimum of Rs.3.00 lakhs up to Rs. 5.00 lakhs	15 /each Project
		c) Minor Projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5 lakh)	Minor Projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3 lakh)	10/each Project
III (C) (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.10.00 lakh	Amount mobilized with minimum of Rs. 2.0 lakhs	10 per every Rs.10.0 lakhs and Rs.2.0 lakhs, respectively
III (C) (iii)	Completed projects : Quality Evaluation	Completed project Report (Acceptance from funding agency)	Completed project report (Accepted by funding agency)	20 /each major project and 10 / each minor project
III (C) (iv)	Projects Outcome / Outputs	Patent/Technology transfer/ Product/Process	Major Policy document of Govt. Bodies at Central and State level	30 / each national level output or patent /50 /each for International level,
III D	<b>RESEARCH GUIDANCE</b>			
III (D) (i)	M.Phil.	Degree awarded only	Degree awarded only	3 /each candidate
III (D) (ii)	Ph.D	Degree awarded	Degree awarded	10 /each candidate
		Thesis submitted	Thesis submitted	7 /each candidate
III (E)	<b>TRAINING COURSES AND CONFERENCE /SEMINAR/WORKSHOP PAPERS</b>			

11

III (E) (i)	Refresher courses, Methodology workshops, Training, Teaching-Learning- Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	(a) Not less than two weeks duration	(a) Not less than two weeks duration	20/each
		(b) One week duration	(b) One week duration	10/each
III (E) (ii)	Papers in Conferences/ Seminars/ workshops etc.**	Participation and Presentation of research papers (oral/poster) in	Participation and Presentation of research papers (oral/poster) in	
		a) International conference	a) International conference	10 each
		b) National	b) National	7.5 / each
		c) Regional/State level	c) Regional/State level	5 /each
		d) Local –University/College level	d) Local – University/College level	3 / each
III (E) (iv)	Invited lectures or presentations for conferences/ symposia	(a) International	(a) International	10 /each
		(b) National level	(b) National level	5/each

\*Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) indexed journals – by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 25 points.

41

\*\* If a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication (III (a)) and not under presentation (III (e)(ii)).

**Notes.**

1. It is incumbent on the Coordination Committee proposed in these Regulations and the University to prepare and publicize within six months subject-wise lists of journals, periodicals and publishers under categories IIIA and B. Till such time, screening/selection committees will assess and verify the categorization and scores of publications.
2. The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.

**APPENDIX – I TABLE – II (A)**

**MINIMUM APIS AS PROVIDED IN APPENDIX – III TABLE I TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN DEPARTMENTS, AND WEIGHTAGES FOR EXPERT ASSESSMENT**

		Assistant Professor/ equivalent cadres: (Stage 1 to Stage 2)	Assistant Professor/ equivalent cadres: (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Associate Professor/ equivalent cadres (Stage 4)	Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5)	Professor (Stage 5) to Professor (Stage 6)
I	Teaching-learning, Evaluation Related Activities (category I)	75/Year	75/year	75/year	75/year	75/year
II	Co-curricular, Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic	10/Year	20/Year	30/Year	40/Year	50/Year

41

	Contribution (Category III)	(40/assessment period)	(100/assessment Period)	(90/assessment period)	(120/assessment period)	(500/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee	Expert Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Contribution to Research 50% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	50% - Contribution to Research. 30 % - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	50% - research. 50 % - Performance evaluation and other credential by referral procedure

\* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

**APPENDIX – I TABLE – II (B)**

**MINIMUM POINT NORMS OF THE APIS AS PROVIDED IN TABLE I AND WEIGHTAGES FOR EXPERT ASSESSMENT TO BE APPLIED FOR THE PROMOTION OF TEACHERS, IN COLLEGES (UG AND PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)**

		Assistant Professor/ equivalent cadres Stage 1 to Stage 2:	Assistant Professor/ equivalent cadres: Stage 2 to Stage 3	Assistant Professor (Stage.3) to Associate Professor/ equivalent cadre (Stage 4)	Associate Professor to Professor Promotion in Colleges (Stage 5) as per assigned posts
I	Teaching-learning, Evaluation Related Activities (Category – I)	75/Year	75/Year	75/Year	75/Year
II	Co-curricular, Extension and Profession related activities (Category – II)	15/Year	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III)	5/Year (20/assessment period)	10/Year (50/assessment period)	15/Year (45/assessment period)	20/Year (60/assessment period)

41



	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	20% - Contribution to Research 60% - Assessment of domain knowledge and teaching practices. 20% - Interview performance	30% - Contribution to Research. 50% - Assessment of domain knowledge and teaching practices. 20% - Interview performance

**\* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.**

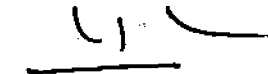
**Explanatory note for Tables II (A) and II (B)**

1. All colleges will set up verifiable systems for the API related information required in these tables within THREE months of notification of these regulations. They will have to be documented and collated annually by the Internal Quality Assessment cells (IQACs) of the universities / colleges for follow up by the universities / college authorities. In order to facilitate this process, all teachers shall submit the duly filled-in Performance Based Appraisal System (PBAS) proforma to the IQAC annually.
2. However, in order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these regulations from 31-12-2008 in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out.
3. 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 universities / colleges for one year only with the minimum average scores as depicted in Table II (a) and II (b) in rows I to III. 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 2010, one year API scores for 2009-10 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2011, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.
4. As shown in Table II, the aggregate minimum API score required (given in row III) can be earned from any of the two broad categories, subject to the minimum prescribed in each category. This will provide for due weightage to teachers who contribute additionally through any of the components given in Categories I and II also for the differing nature of contributions possible in different institutional settings
5. For Category III (research and academic contributions), maintenance of past record is done on a normal basis by teachers and hence no difficulty is envisaged in applying the API scores for this category for the entire assessment period. In this category, an aggregate minimum score is required for promotion over each stage. Alternatively, a teacher should acquire the required minimum aggregate score over two previous stages, taken together. In the case of promotion to Professor, the publication requirement shall be met over the two previous stages.
6. Candidates should offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in Tables I and II, by submitting an application and the required 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.
7. If however, on final assessment, candidates do not either fulfill the minimum criteria under Rows III and I of Tables II(A) and II (B) or obtain less than 50% in the expert assessment, they will be reassessed only after a minimum period of one year.

8. (a) 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.  
(b) If however, the candidate finds that she / he fulfills the eligibility conditions at a late date and applies on that date and is successful, her / his promotion will be deemed to be from that date of application  
(c) 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."

**12. Amendment of Schedule-II.-** In Schedule-II appended to the said rules, for the existing expression " Lecturer", the expression "Assistant Professor" shall be substituted.

By Order and in the name of the Governor,



(Sunil Sharma)

Joint Secretary to the Government

2/2018