

CAS as per 7th pay Commission vide:

GOVERNMENT OF MAHARASHTRA

Higher & Technical Education Department

Government Resolution No. Misc-2018/C.R.56/18/UNI-1

Mantralaya Annex, Mumbai – 400 032

Date: 08 March, 2019

Revision of Pay Scales of Teachers in Non-Agricultural Universities, National Law University, Affiliated Colleges, Government Colleges/Institutes as per 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges **and measure for the maintenance of standards in Higher Education, 2018.**

- Read:-**
1. Government Resolution, Higher and Technical Education Department No. NGC-2009/(243/09)-Uni.1, dated 12th August, 2009.
 2. Government of India MHRD letter No. 1-7/2015-U.II (1), dated 2nd November, 2017.
 3. Government of India MHRD letter No. Corrigendum F.No.1-7/2015-U.II (1), dated 8th November, 2017.
 4. Government of India MHRD letter No. 1-4/2017-U.II, dated 28th January, 2019.
 5. UGC letter No. F.No.23-4/2017 (PS), dated 31st January, 2018.
 6. The Gazette of India: Extraordinary, Part III-Section 4, dated 18th July, 2018.
 7. The Maharashtra Public University Act, 2016

Preamble:-

University Grants Commission vide its letter dated 31st January, 2018

The Government of India MHRD, Department of Higher Education, New Delhi vide its letter dated 2nd November 2017 regarding revision of 7th Pay of teachers and equivalent orders in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission and to say that the State Government may take action to adopt the Government of India's scheme for State Universities and colleges.

The revision of Pay Scales of teachers and equivalent academic staff shall be subject to provisions of the scheme of revision of Pay scales as contained in letter dated 2nd November, 2017 and regulation issued by UGC dated 18th July, 2018 and amendments thereof from time to time in this behalf.

1.0. Coverage

The revised pay scales and other measures to the improvement of standards in Higher Education are applicable to all categories of full-time teachers/librarians/Director of Physical Education employed by the non-Agricultural Universities, National Law Universities, Deemed to be Universities, non-Government aided/unaided Colleges, in the faculties of Arts, Science, Commerce, Humanities, Law, Education, Social Sciences, Languages, Library Science, Physical Education, Journalism & Mass Communications, Music, Performing Arts, Visual Arts, Other traditional Indian Art forms like Sculpture, etc., Drama and Yoga, etc., in the State, Government Institutes and Colleges.

2.0. Date of Implementation

The date of implementation of **the revised pay** shall be 1st January, 2016, **and the date of implementation of terms and conditions shall be the date of issue of these Rules. i, e The rules of CAS as per 7th pay commission is implemented with effect from 8th March 2019 .**

3.0. Designation

There shall be only three designations in respect of teachers in colleges, namely, Assistant Professors, Associate Professors and Professors.

Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel.

There shall be only four designations in respect of teachers in Universities, namely, Assistant Professors, Associate Professors, Professors and Senior Professors.

Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel up to Deput Librarian/ Assistant Librarian (Selection Grade) and Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) respectively.

However, University Librarian is re-designated as Director, Knowledge Resource Center and University
Director of Physical Education & Sports is re-designated as Director of Sports & Physical

VIII. The “Screening-cum-Evaluation Committee” for CAS promotions of Assistant Professors/equivalent cadres in Librarians/Physical Education and Sports from one level to the other higher level shall consist of:

A. For University teachers:

- i. The Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned;
- iii. The Head of the Department /Chairperson of the School;
- iv. One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts; and
- v. Director Higher Education or his/her nominee not below the rank of Joint Director.

B. For College teachers:

- i. The Principal of the college shall be the Chairperson of the committee;
- ii. Head /Teacher-In charge of the department concerned from the college;
- iii. Two subject experts in the subject concerned nominated by the Vice-Chancellor from the university panel of experts; and
- iv. Joint Director Higher Education or his /her nominee not below the rank of Associate Professor.

C. For University Assistant Librarian:

- i. The Vice-Chancellor shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned;
- iii. The Librarian, University Library;
- iv. One expert who is a working Librarians nominated by the Vice-Chancellor from the University panel of experts; and
- v. Director Higher Education or his/her nominee not below the rank of Joint Director.

D. For College Librarian:

- i. The Principal shall be the Chairperson of the Committee;
- ii. The Librarian, University Library;
- iii. Two expert who are working Librarians nominated by the Vice-Chancellor from the University panel of experts; and
- iv. Joint Director Higher Education or his/her nominee not below the rank of Associate Professor.

E. For University Assistant Director, Physical Education and Sports:

- i. The Vice-Chancellor shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned;
- iii. The University Director, Physical Education and Sports;
- iv. One expert in Physical Education and Sports Administration from University System nominated by the Vice-Chancellor from the University panel of experts; and
- v. Director Higher Education or his/her nominee not below the rank of Joint Director.

F. For College Director, Physical Education and Sports:

- i. The Principal shall be the Chairperson of the Committee;
- ii. The University Director, Physical Education and Sports;
- iii. Two experts in Physical Education and Sports Administration from University System nominated by the Vice-Chancellor from the University panel of experts; and
- iv. Joint Director Higher Education or his/her nominee not below the rank of Associate Professor.

Note: The quorum for these committees in all categories shall be three which will include the Government nominee, one subject expert/university nominee.

6.2. The Screening-cum-Evaluation Committee on verification/evaluation of grades secured by the candidate through the Assessment Criteria and Methodology Proforma designed by the respective university based on these Rules and as per the minimum requirement specified:

- a) In Appendix II, Table 1 for each of the cadre of Assistant Professor;

- b) In Appendix II, Table 4 for each of the cadre of librarian;
 c) In Appendix II, Table 5 for each of the cadre of Physical Education and sports

**Accompaniment to Government Resolution,
 Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
 UNI-1, dated 08 March, 2019.**

Appendix II

Table 1

Assessment Criteria and Methodology for University/College Teachers

S. No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught total classes assigned) \times 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above- Satisfactory Less than 70% - Not satisfactory
2	Involvement in the University/College students related activities research activities: (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden, etc. (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (c) Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organising seminars/ conferences/ workshops, other college/university activities. (e) Evidence of actively involved in guiding Ph.D. students. (f) Conducting minor or major research project sponsored by national or international agencies. (g) At least one single or joint publication in peer- reviewed or UGC list of Journals.	Good - Involved in at least 5 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved/ undertaken any of the activities. Note: Number of activities can be within or across the broad categories of activities

Overall Grading:

Good: Good in teaching and satisfactory or good in activity at S.No.2

Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at S.No.2.

Not Satisfactory: If neither good nor satisfactory in overall grading.

Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

Table 4

Assessment Criteria and Methodology for Librarians

Sr. No.	Activity	Grading Criteria
1.	<p>Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)</p> <p>While attending in the library, the individual is expected to undertake, inter alia, following items of work:</p> <ul style="list-style-type: none"> • Library Resource and Organization and maintenance of books, journals and reports. • Provision of Library reader services such as literature retrieval services to researchers and analysis of report. • Assistance towards updating institutional website 	<p>90% and above – Good</p> <p>Below 90% but 80% and above – Satisfactory</p> <p>Less than 80% - Not satisfactory</p>
2.	<p>Conduct of seminars/workshops related to library activity or on specific books or genre of books.</p>	<p>Good – 1 National level seminar/workshop + 1 State/institution level workshop/Seminar</p> <p>Satisfactory - 1 National level seminar/workshop or 1 State level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop</p> <p>Unsatisfactory – Not falling in above two categories</p>

3.	<p>If library has a computerized database then OR</p> <p>If library does not have a computerized database</p>	<p>Good – 100% of physical books and journals in computerized database.</p> <p>Satisfactory – At least 99% of physical books and journals in computerized database.</p> <p>Unsatisfactory – Not falling under good or satisfactory.</p> <p>OR</p> <p>Good – 100% Catalogue database made up to date</p> <p>Satisfactory- 90% catalogue database made up to date</p> <p>Unsatisfactory - Catalogue database not up to mark.</p> <p>(To be verified in random by the CAS Promotion Committee)</p>
4.	Checking inventory and extent of missing books	<p>Good : Checked inventory and missing book less than 0.5%</p> <p>Satisfactory - Checked inventory and missing book less than 1%</p> <p>Unsatisfactory - Did not check inventory Or Checked inventory and missing books 1% or more.</p>
5.	<p>i) Digitisation of books database in institution having no computerized database.</p> <p>(ii) Promotion of library network.</p> <p>iii) Systems in place for dissemination of information relating to books and other resources.</p> <p>iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities.</p> <p>v) Design and offer short-term courses for users.</p> <p>vi) Publications of at least one research paper in UGC approved journals.</p>	<p>Good : Involved in any two activities</p> <p>Satisfactory : At least one activity</p> <p>Not Satisfactory: Not involved/ undertaken any of the activities.</p>

Overall Grading:

Good: Good in Item 1 and satisfactory/good in any two other items including Item 4.

Satisfactory: Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4.

Not satisfactory: If neither good nor satisfactory in overall grading.

Note:

- 1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.
- 2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion
- 3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.

Table 5

Assessment Criteria and Methodology for Directors of Physical Education and Sports

Sr. No.	Activity	Grading Criteria
1.	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.
2.	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory neither good nor satisfactory
3.	Institution participating in external competitions	Good - National level competition in at least one discipline plus State District level competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 Disciplines Unsatisfactory – neither good nor satisfactory

<p>4.</p> <p>5</p> <p>Overall Grading</p>	<p>Up-gradation of sports and physical training infrastructure with scientific and Technological inputs.</p> <p>Development and maintenance of playfields and sports and physical Education facilities.</p> <p>i) At least one student of the institution participating in national/ state university (for college levels only) teams. Organizing state/national/inter university/inter college level competition.</p> <p>ii) Being invited for coaching at state/national level.</p> <p>iii) Organizing at least three workshops in a year.</p> <p>iv) Publications of at least one research paper in UGC approved journal Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.</p>	<p>Good Satisfactory Not-Satisfactory to be assessed by the Promotion committee.</p> <p>Good Involved in any two activities.</p> <p>Satisfactory: 1 activity</p> <p>Not Satisfactory: Not involved/undertaken any of the activities.</p> <p>Good: Good in Item 1 and satisfactory/good in any two other items.</p> <p>Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items.</p> <p>Not Satisfactory: If neither good nor satisfactory in overall grading.</p>
<p>Note:</p> <ol style="list-style-type: none"> 1) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment. 2) The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee. 3) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee. 		

Physical Education and Sports shall recommend to the Syndicate/ Executive Council /Board of Management of the University/College about the suitability for the promotion of the candidate(s) under CAS for implementation.

6.3. The selection process shall be completed on the day/last day of the selection committee meeting, wherein the minutes are recorded and recommendation made on the basis of the performance of the interview are duly signed by all members of the selection committee.

6.4. For all Selection Committees specified in these Rules, Head of Department / Teacher-Incharge should be either in the same or higher rank/ position than the rank/position for which the interview is to be held.

7.0. Selection Procedure:

I. The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on the weightage given to the performance of the candidate in different relevant parameters and his/her performance on a grading system proforma, based on Appendix II, Tables 1, 2, 3A, 3B, 4, and 5. In order to make the system more credible, universities may assess the ability for teaching and / or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage. These procedures can be followed for both the direct recruitment and the CAS promotions, wherever selection committees are prescribed.

II. The universities shall adopt these Rules for selection committees and selection procedure through their respective statutory bodies incorporating Appendix II, Table 1, 2, 3A, 3B, 4, and 5 at the institutional level for University Departments and their Constituent colleges /Conducted colleges/ affiliated colleges (Government/Government- aided/Autonomous/ Private Colleges) to be followed transparently in all the selection processes. The universities may devise their own self-assessment-

cum-performance appraisal forms for teachers in strict adherence to the Appendix II, Table 1, 2, 3A, 3B, 4, and 5.

III. In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges provided herein, an academician belonging to the Scheduled Caste/Scheduled Tribe/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant and if any of the members of the selection committee does not belong to that category, shall be nominated by the Vice-Chancellor of the University, and in case of a College, Vice-Chancellor of the University to which the college is affiliated to. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the State Government, in relation to the categories mentioned above, are strictly followed during the selection process.

IV. The process of selection of a Professor shall involve the inviting of the application developed by the respective university, based on the Assessment Criteria and Methodology guidelines set out in Appendix II, Table 1 and 2 and reprints of all significant publications of the candidates. *Provided* that the publications submitted by the candidate shall have been published during the qualifying period.

Provided further that such publications shall be made available to the subject experts for assessment before holding the interview. The evaluation of the publications by the experts shall be taken into consideration while finalizing the outcome of selection.

V. In the case of selection of faculty members who are from outside the academic field and are considered under Clause 5.1 (III.B), 5.2 (I.B, II.B, III.B), 5.3 (I.B, II.B, III.B) and 5.4 (III.B) of these Rules, the university's statutory bodies must lay down clear and transparent criteria and procedure so that only outstanding professionals who can contribute substantially to the university knowledge system are selected.

VI. In the selection process for the posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual Arts and Performing Arts, Physical Education and Sports, and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in these Rules which need to be taken up by the institution while developing the Proforma for both the direct recruitment and the CAS promotion.

VII. The Internal Quality Assurance Cell (IQAC) shall be established in all Universities/Colleges as per the UGC/National Assessment Accreditation Council (NAAC) guidelines with the Vice-Chancellor, as Chairperson (in the case of Universities), and Principal, as Chairperson (in case of Colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution, including assistance in the development of Assessment Criteria and Methodology Proforma based on these Rules. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of the students' assessment of individual teachers in the Assessment Criteria and Methodology Proforma.

A. The Assessment of the performance of College and University teachers for the CAS promotion is based on the following criteria:

i. **Teaching-Learning and Evaluation:** The commitment to teaching based on observable indicators such as being regular to class, punctuality to class, remedial teaching and clarifying doubts within and outside the class hours, counseling and mentoring, additional teaching to support the college/ university as and when the need arises, etc. Examination and evaluation activities like performing of examination supervision duties, question-papers setting for university/college examinations, participation in the evaluation of examination answer scripts, conducting examinations for internal assessment as per the schedule to be announced by the institution at the beginning of each Academic Session and returning and discussing the answers in the class.

ii. **Personal Development Related to Teaching and Research Activities:**

Attending orientation/refresher/methodology courses, development of e contents and MOOC's, organizing seminar/conference/ workshop / presentation of papers and chairing of sessions/guiding and carrying out research projects and publishing the research output in national and international journals etc.

iii. **Administrative Support and Participation in Students' Co- curricular and Extra-curricular Activities.**

B. Assessment Process

The following **three-step** process is recommended for carrying out assessment for promotion under the CAS at all levels:

Step 1: The college/university teachers shall submit to college/university an annual self-appraisal report in the prescribed Proforma to be designed based on Tables 1 to 5 of Appendix II. The report should be submitted at the end of every academic year, within the stipulated time. The teacher will provide documentary evidence for the claims made in the annual self-appraisal report, which is to be verified by the HOD/Teacher- in-charge etc. The submission should be through the Head of the Department (HOD)/teacher-in-charge.

Step 2: After completion of the required years of experience for promotion under CAS and fulfillment of other requirements indicated below, the teacher shall submit an application for promotion under CAS.

Step 3: A CAS Promotion shall be granted as mentioned in Clauses 7.4 of these Rules.

7.1. Assessment Criteria and Methodology:

a) Tables 1 to 3 of Appendix II are applicable to the selection of **Assistant Professors/ Associate Professors/Professors/Senior Professor in Universities and Colleges;**

Table 2

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

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

S. N.	Academic/Research Activity	Faculty of Sciences /Engineering /Agriculture / Medical /Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library /Education /Physical Education / Commerce / Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by:		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05

	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/paper/e-book	10	10
4.	(a) Research guidance		
	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil. P.G dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5.	(a) Patents		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05

Table: 3 A

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities

S.N.	Academic Record	Score			
		1.	Graduation	80% & Above = 15	60% to less than 80% = 13
2.	Post Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer) PWD) to less than 60% = 20	
3.	M.Phil.	60% and above = 07	55% to less than 60% = 05		
4.	Ph.D.	30			
5.	NET with JRF	07			
	NET	05			
	SET	03			
6.	Research Publications (2 marks for each research publication published in Peer-Reviewed or UGC-listed Journals)	10			
7.	Teaching/Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State Level (Awards given by State Government)	02			

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

- A) (i) M.Phil + Ph.D : Maximum - 30 Marks
(ii) JRF/NET/SET : Maximum - 07 Marks
(iii) In awards category: Maximum - 03 Marks

B) Number of candidates to be called for interview shall be decided by the concerned universities.

C) Academic Score	-	80
Research Publications	-	10
Teaching Experience	-	10
TOTAL	-	100

Table: 3 B

Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges

S.N.	Academic Record	Score			
1.	Graduation	80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	15% to less than 55% = 10
2.	Post Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer).PWD) to less than 60% = 20	
3.	M.Phil.	60% and above = 07	55% to less than 60% = 05		
4.	Ph.D.	25			
5.	NET with JRF	10			
	NET	08			
	SET	05			
6.	Research Publications (2 marks for each research publication published in Peer- Reviewed or UGC- listed Journals)	06			
7.	Teaching/Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State Level (Awards given by State Government)	02			

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

A) (i) M.Phil + Ph.D	:	Maximum - 25 Marks
(ii) JRF/NET/SFT	:	Maximum - 10 Marks
(iii) In awards category:		Maximum - 03 Marks
B) Number of candidates to be called for interview		shall be decided by the college.
C) Academic Score	-	84
Research Publications	-	06
Teaching Experience	-	10
<hr/>		
TOTAL	-	100
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b) Table 4 of Appendix II is applicable to Assistant Librarians/ College Librarians and Deputy Librarians for promotion under Career Advancement Scheme; and

c) Table 5 of Appendix II is applicable to Assistant Directors/ College Director of Physical Education sports and Deputy Directors/Directors of Physical Education and Sports for promotions under Career Advancement Scheme.

7.2. The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Rules. The constitution of the Selection Committee for Associate Professors and Professors in Colleges under Career Advancement Scheme shall be as specified in University Grants Commission Regulations dated 18.7.2018.

7.3. The criteria for promotions under Career Advancement Scheme laid down under these Rules shall be effective from the date of notification of these Rules. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing Rules, a choice may be given to them, for being considered for promotions under the existing Rules. This option can be exercised only within three years from the date of notification of these Rules.

I. A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university/college, within three months in advance of the due date, that he/she fulfils all the requirements under the CAS and submit to the university/college the Assessment Criteria and Methodology Proforma as evolved by the university concerned supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in these Regulations. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University/College may initiate the process of screening/selection, and complete the process within six months from the receipt of application. Further, in order to avoid any hardship, the candidates who fulfill all other criteria mentioned in these Rules, as on and till the date on which these Rules are notified, can be considered for promotion from the date, on or after the date, on which they fulfill these eligibility conditions.

II. The Selection Committee specifications as contained in Clauses 6.1 to 6.4 shall be applicable to all direct recruitments of faculty positions and equivalent cadres and Career Advancement promotions from Assistant Professor to Associate Professor, from Associate Professor to Professor, Professor to Senior Professor (in University) and for equivalent cadres.

III. The CAS promotion from a lower stage to a higher stage of Assistant Professor shall be conducted through a "Screening-cum-Evaluation Committee", following the criteria laid down in Table I of Appendix II.

IV. 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.

V. For the promotion under the CAS, the applicant teacher must be on the role and in active service of the University/College on the date of consideration by the Selection Committee.

VI. The candidate shall offer himself/herself for assessment for promotion, if he/she fulfils the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Proforma. He/she can do so three months before the due date. The university shall send a general circular twice a year, inviting

applications for the CAS promotions from the eligible candidates.

- i. If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.
- ii. If, however, the candidate finds that he/she would fulfil the CAS promotion criteria, as defined in Tables 1, 2, 4, and 5 of Appendix II at a later date and applies on that date and is successful, his/her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria.
- iii. The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed 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.

VII. 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 on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 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 UGC these Rules, i.e 18 July 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 on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments i.e as per 2013 or 2016 with relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) up to the date of notification of these Rules.

- c) **The relaxation in the requirements of Academic Performance Indicators (API)** based Performance Based Appraisal System (PBAS) up to the date of notification of these Rules, for the promotion from one Academic Level/Grade Pay to another under CAS as provided in UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 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 on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 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) (4th 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 for in the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 with the following

combined minimum API score requirement for Category II and Category III taken together, as mentioned in Appendix III, Table-A to Table-F.

Note: There shall be no minimum API score requirement for Category II and Category III individually.

VIII. The requirement for Orientation course and Refresher course for promotions due under the CAS shall not be mandatory up to 31st December, 2018.

7.4. STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY-APPOINTED ASSISTANT PROFESSORS/ASSOCIATE PROFESSORS/PROFESSORS

- A. The entry-level Assistant Professors (Level 10) shall be eligible for promotion under the Career Advancement Scheme (CAS) through two successive levels (Level 11 and Level 12), provided they are assessed to fulfill the eligibility and performance criteria as laid down in Clause 7.3 of this resolution.

B. Career Advancement Scheme (CAS) for College teachers

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

Eligibility:

- 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 L.L.M, M.Tech., M.V.Sc., M.D., or six years of service for those without Ph.D./M. Phil./PG degree in Professional Courses.

2)

- i. Attended one Orientation Course of 21 days' duration on teaching methodology; and
ii. **Any one of the following:**

Completed one Refresher / Research Methodology Course

OR

Any two of the following:

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-quadrant/ MOOCs course during the assessment period.

CAS Promotion Criteria:

A teacher shall be promoted if;

- i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 1, and; ii. The promotion is recommended by the screening-cum-evaluation committee.

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

Eligibility:

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

- 2) **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 Methodology course/Workshops/Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programme/ Syllabus Up-gradation Workshop/ Teaching- Learning-Evaluation/ Technology Programmes/ Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every 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 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.

CAS Promotion Criteria:

A teacher shall be promoted if;

- i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, as prescribed in Appendix II, Table 1, and;

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

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

Eligibility:

- 1) Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade.
2) A Ph.D. degree in subject concerned /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); 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.

CAS Promotion Criteria:

A teacher may be promoted if;

- i. He/she gets 'satisfactory' or 'good' grade in the annual performance , as prescribed in Appendix II, Table 1, and;
- ii. The promotion to the post of Associate Professor is recommended by the selection committee in accordance with these Rules.

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

- 1) Associate Professors who have completed three years of service in Academic Level 13A.
- 2) A Ph.D. degree in subject concerned/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

CAS Promotion Criteria:

A teacher shall be promoted if;

- i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1 and at least 110 n 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 Rules. iii) The date of Promotion shall be the date of selection as Professor by CAS.

C. Career Advancement Scheme (CAS) for University teachers

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

Eligibility:

- 1) An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M.Phil. or six years of service in case of those without a Ph.D./M.Phil and satisfies the following conditions:
- 2) Attended one Orientation course of 21 days duration on teaching methodology;
- 3) Any one of the following: Completed Refresher/ Research Methodology Course/ Workshop/ Syllabus Up-gradation Workshop/ Training Teaching- Learning-Evaluation, Technology Programmes/ Faculty Development Programmes of at least one week (5 days) duration, or taken one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOC's course during the assessment period; and
- 4) Published one research publication in the peer-reviewed journals or UGC listed journals during assessment period.

CAS promotion Criteria:

A teacher shall be promoted if;

- 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 provided in Appendix II, Table 1), and;
- ii. The promotion is recommended by the screening-cum evaluation committee.

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

Eligibility:

- 1) Assistant Professors who has completed five years of service in Academic Level 11/ Senior Scale.
- 2) A Ph.D. Degree in the subject concerned/allied/relevant discipline.
- 3) Has done **any two** of the following in the last five years of Academic Level 11/Senior Scale: Completed a course/programme from amongst the categories of Refresher Courses/Research Methodology/Workshops/ Syllabus Up gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development 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 in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/contribution toward conduct of a MOOCs course during the period of assessment.
- 4) Published three research papers in the peer-reviewed journals or UGC-listed

journals during assessment period.

CAS promotion Criteria:

A teacher shall be promoted if;

- i. The teacher gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Appendix II, Table 1) and;
- ii. The promotion is recommended by the Screening-cum-evaluation committee.

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

Eligibility:

- 1) Assistant Professor who has completed three years of service in Academic Level 12/ Selection grade.
- 2) A Ph.D. Degree in the subject concerned/allied/relevant discipline.
- 3) Any one of the following during last three years: completed one course /programme from amongst the categories of Refresher Courses/ Research Methodology Workshops/Syllabus Up-gradation Workshop/ Teaching- Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards the development of e-content in 4-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.
- 4) A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 5) Evidence of having guided at least one Ph.D. candidate.

CAS Promotion Criteria:

A teacher shall be promoted if;

- i. He/she gets 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 specified in Appendix II, Table 1, and has a research score of at least 70 as per Appendix II, Table 2
- ii. The promotion is recommended by a selection committee constituted in accordance with these Rules.

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

Eligibility:

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

CAS Promotion Criteria:

A teacher shall be promoted if;

- i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1, and at least 110 research score, as per Appendix II, Table 2.
- ii. The promotion is recommended by a selection committee constituted in accordance with these Rules.

V. Professor (Academic Level 14) to Senior Professor (Academic Level 15)

A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, favourable review from three eminent subject experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten years' of experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with these Rules.

Eligibility:

- 1) Ten years' experience as a Professor.
- 2) A minimum of ten publications in the peer-reviewed or UGC-listed journals and Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period.

Appendix III

TABLE – A

(Minimum API requirement for the promotion of teachers under CAS in university departments)

S.No.		Assistant Professor (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Professor (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Professor (Stage3/ AGP Rs. 8000) to Associate Professor (Stage 4/ AGP Rs. 9000)	Associate Professor (Stage4/ AGP Rs. 9000) to Professor (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE – B

(Minimum API requirement for the promotion of teachers under CAS in colleges UG & PG))

S.No.		Assistant Professor (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Professor (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Professor (Stage3/ AGP Rs. 8000) to Associate Professor (Stage 4/ AGP Rs. 9000)	Associate Professor (Stage4/ AGP Rs. 9000) to Professor (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period	60/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

D. Career Advancement Scheme (CAS) for Librarians

Note:

- i. The following provisions apply only to those persons who are not involved in the teaching of Library Science. Teachers in institutions where Library Science is a teaching department shall be covered by the provisions given under sections 7.4 (B) and 7.4 (C), of these Rules for Colleges/Institutions and for Universities, respectively.
- ii. The Deputy Librarian in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Librarians shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

I. From University Assistant Librarian (Academic level 10)/College Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11)

Eligibility:

- 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 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 digitalization, maintenance and related activities, of at least 5 days, as per Appendix II, Table 4.

CAS Promotion Criteria:

An Assistant Librarian/College Librarian may be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five 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. From University Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12)/ College Librarian (Selection Grade/Academic level 12)

Eligibility:

- 1) He/she has completed five years of service in Academic Level 11/Senior Scale.
- 2) He / she has done **any two** of the following in the last five years:
 - i. Training/Seminar/Workshop/Course on automation and digitalization,
 - 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.

CAS Promotion Criteria:

An individual shall be promoted if:

- 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. From University Assistant Librarian (Selection Grade/Academic level 12)/ College Librarian (Selection Grade/Academic level 12) to University Deputy Librarian (Academic Level 13A)/College Librarian (Academic Level 13A)

Eligibility:

- 1) He/she has completed three years of service in Selection Grade/Academic Level 12
- 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.

CAS Promotion Criteria:

An individual shall be promoted if:

- 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 per these Rules on the basis of the interview performance.

IV. From University Deputy Librarian/College Librarians (Academic Level 13A) to University Deputy Librarian /College Librarians (Academic Level 14)

Eligibility:

- 1) He/she has completed three years of service in Academic Level 13A.
- 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.
- 4) A Ph.D. Degree in Library Science/Information Science/Documentation /archives and Manuscript Keeping

CAS Promotion Criteria:

- 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 per these Rules on the basis of the interview performance.

APPENDIX III

TABLE – C

(Minimum API requirement for the promotion of Library staff under CAS in Universities)

S.No.		Assistant Librarian (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Librarian (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Librarian (Selection Grade/ Deputy Librarian) (Stage3/ AGP Rs. 8000) to Deputy Librarian (Stage 4/ AGP Rs. 9000)	Deputy Librarian (Stage4/ AGP Rs. 9000) to Deputy Librarian (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE – D

(Minimum API requirement for the promotion of Library staff under CAS in Colleges)

S.No.		Assistant Librarian (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Librarian (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Librarian (Selection Grade/ Deputy Librarian) (Stage3/ AGP Rs. 8000) to Deputy Librarian (Stage 4/ AGP Rs. 9000)
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee

E. Career Advancement Scheme (CAS) for Directors of Physical Education and Sports

Note:

- i) The following provisions apply only to those personnel who are not involved in teaching physical education and sports. Teachers in institutions where Physical Education and Sports is a teaching department shall be covered by the provisions given under sections 7.4 (B) and 7.4 (C), of these Rules for Colleges/Institutions and for Universities, respectively.

ii) The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

I. From Assistant Director of Physical Education and Sports (Academic Level 10)/College Director of Physical Education and Sports (Academic Level 10) to Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11) / College Director of Physical Education and Sports (Senior Scale/Academic Level 11)

Eligibility:

- 1) 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.Phil or Ph.D. degree.
- 2) He/she has attended one Orientation course of 21 days' duration; and
- 3) 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).

CAS Promotion Criteria:

An individual may be promoted if:

- 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, Table 5; and
- ii. The promotion is recommended by a screening-cum-evaluation committee.

II. From Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11)/ College Director of Physical Education And Sports (Senior Scale/Academic Level 11) to University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12) / College Director of Physical Education and Sports (Selection Grade/Academic Level 12)

Eligibility:

- 1) He/she has completed five years of service in Senior Scale/ Academic Level 11.
- 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 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).

CAS Promotion Criteria:

An individual may be promoted if;

- 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 5, and;
- ii. The promotion is recommended by a screening-cum-evaluation committee.

III. From University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12)/College Director of Physical Education and Sports (Selection Grade/Academic Level 12) to University Deputy Director of Physical Education and Sports (Academic Level 13 A)/ College Director of Physical Education and Sports (Academic Level 13A).

Eligibility:

- 1) He/she has completed three years of service in Selection Grade/ Academic Level 12.
- 2) He/she has done any one of the following during last three years:
 - (i) one course / programme from among the categories of Refresher Courses, Research Methodology Workshop,
 - (ii) Teaching-Learning- Evaluation Technology Programmes / Faculty Development Programmes of at 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).

CAS Promotion Criteria:

An individual may be promoted if;

- 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 Rules on the basis of the interview performance.

IV. From University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 13A) to University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 14)

Eligibility:

- 1) He/she has completed three years of service in Academic Level 13A.
- 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 relevant subject (with e-certification).
- 3) Evidence of organizing 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.

CAS Promotion Criteria:

An individual may be promoted if;

- 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 Rules on the basis of the interview performance.

APPENDIX III

TABLE – E

(Minimum API requirement for the promotion of University Director/Deputy Director, Assistant Director, Physical Education and Sports)

S.No.		Assistant Director (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Director (Stage2/ AGP Rs. 7000) to Assistant Director (Selection Grade/ Deputy Director) (Stage 3/ AGP Rs. 8000)	Assistant Director (Selection Grade/ Deputy Director) (Stage3/ AGP Rs. 8000) to Deputy Director (Stage 4/ AGP Rs. 9000)	Deputy Director (Stage4/ AGP Rs. 9000) to Deputy Director (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE – F

(Minimum API requirement for the promotion of College Director, Physical Education and Sports)

S.No.		Assistant Director (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Director (Stage2/ AGP Rs. 7000 to Assistant Director (Selection Grade/ Deputy Director) (Stage 3/ AGP Rs. 8000)	Assistant Director (Selection Grade/ Deputy Director) (Stage3/ AGP Rs. 8000) to Deputy Director (Stage 4/ AGP Rs. 9000)
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee



Gondwana University Gadchiroli

**A Proposal For
Promotion under CAS
(University/College Teachers)**

**For
Academic level to**

**Self Appraisal Report
Self Assessment and Academic/Research Score**

**of
Shri/Ku./Dr.....
Department of**

**Submitted by
Principal**

.....

CAS as per 7th pay Commission
Vide : GOVERNMENT OF MAHARASHTRA
Higher & Technical Education Department
Government Resolution No. Misc-2018/C.R.56/18/UNI-1
Mantralaya Annex, Mumbai – 400 032
Date: 08 March, 2019

Some Important Points to remember about CAS

1. The date of implementation of the revised pay shall be 1st January, 2016,
2. The date of implementation of terms and conditions shall be the date of issue of these Rules. i, e The rules of CAS as per 7th pay commission is implemented with effect from 8th March 2019 .
3. The IQAC shall act as the documentation and record-keeping Cell for the institution, including assistance in the development of Assessment Criteria and Methodology Proforma based on these Rules.
4. The criteria for promotions under Career Advancement Scheme laid down under these Rules shall be effective from the date of notification of these Rules.
However, to avoid hardship to those faculty members **who have already qualified or are likely** to qualify shortly under the existing Rules, a choice may be given to them, for being considered for promotions under the existing Rules, i.e as per UGC notification 2010 or 2016. This option can be exercised only within three years from the date of notification of these Rules i.e **upto 7th March 2021.**

The faculty has to submit the PBAS forms for entire assessment period for API score **either** as per UGC notification 2010 only **or** 2016 only, as the minimum API score requirement for category I, II and III are different in both the notifications .

5. **Regarding the cases pending for promotions from one Academic Level/Grade Pay to another Academic Level/Grade Pay under the Career Advancement Scheme for Measures for the Maintenance of Standards in Higher Education 2010 and its subsequent amendments, the teachers shall be given the option to be considered for the promotion as per the following: He/ she has to submit the form of Declaration of option along with the proposal.**

- a) The teachers shall be considered for promotion from one Academic Level/Grade Pay to another as per the CAS under UGC these Rules, i.e 18 July 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 on Minimum Qualifications for Measures for the Maintenance of Standards in Higher Education 2010 and its amendments i.e as per UGC notification 2016 with **relaxation in the requirements of Academic Performance Indicators (API) Performance Based Appraisal System (PBAS) up to the date of notification of these Rules.**
- c) **The relaxation in the requirements of Academic Performance Indicators (API)**

is defined as :

- i) **Exemption from scoring under Category I**, as defined in Appendix III of said above mentioned UGC Regulations 2010 and its amendments (4th 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 for in the UGC Regulations 2010 with the following **combined minimum API score requirement for Category II and Category III taken together**, as mentioned in Appendix III, Table-A to Table-F.

Note: **There shall be no minimum API score requirement for Category II and Category III individually.**

6. **If a candidate applies for promotion from Level 10 to Level 11 and Level 11 to Level 12 on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility for both Colleges and Universities.**

7. **If a candidate applies for promotion from level 12 to 13 A and Level 13A to Level 14 on completion of the minimum eligibility period and is successful, the date of promotion shall be the date of selection by CAS for both Colleges and Universities.**

8. **If a candidate applies for promotion from Level 14 to Level 15 in Universities on completion of the minimum eligibility Period and is successful, the date of promotion shall be the date of selection by CAS.**

9. **The date for requirement of Orientation course and Refresher course for promotions due under the CAS shall not be extended up to 31st December, 2018**

To,

The Hon' ble Pro-Vice Chancellor
Gondwana University,
Gadchiroli.

Subject: Application for the promotion as Assistant Professor/Associate professor under the Scheme of CAS.

Reference: i) The Gazette of India: Extraordinary, Part III Section 4 dated 18th July, 2018
ii) UGC letter No. F.No.23-4/2017 (PS), dated 31st January, 2018
iii) Government of Maharashtra Misc. – 2018.CR 56/18/ UNII date 8th March, 2019
iv) Government of Maharashtra Misc-2018/C.R.56/18/UNI-1 dated 10th May, 2019.
v) The Maharashtra Public University Act, 2016

Employee HTE Sevarth No. :

Sir,

I forward herewith my application for the promotion as Academic Level
..... to Academic Level under the Career Advancement Scheme (CAS),
along with the required documents/enclosures.

At present I am working as in the Department of
.....in Academic Level....., in College

....., affiliated college to Gondwana University
Gadchiroli since

As per the Assessment Criteria, I am eligible for promotion under the CAS for the
Academic Level

My due date of promotion is

Your kind honour is requested to consider my promotion under CAS and oblige.

Thanking you.

Yours sincerely,

Signature of the applicant :

Name of the Applicant :

Forwarded through :

Date: _____

(Signature of Principal & Seal)

Encl.: List of Supporting Documents

- 1) Self Appraisal reports.
- 2) Orientation/ Refresher /Short term Course/MOOCs/SWYAM certificate
- 3) Previous CAS fixation report

प्रपत्र अ

कॅस अंतर्गत स्थाननिश्चितीबाबत (सहाय्यक प्राध्यापक/सहयोगी प्राध्यापक)

महाविद्यालयाचे नांव :

अ. क्र.	प्राध्यापकाचे नांव व पदनाम व विषय	शैक्षणिक अर्हता दिनांक नमुद करावी	नियुक्ती आदेश व रुजु दिनांक	विद्यापीठाचे मान्यता आदेश (तदर्थ/नियमित तपशिलासह व त्यानुसार नियमित झालेला दिनांक	सेवाखंड असल्यास एकुल कालावधी दिवस	सेवाखंड क्षमापित केला असल्यास त्याबाबत विद्यापीठाचे / शासनाचे आदेश	यापुर्वी मिळालेल्या स्थाननिश्चिती चा तपसिल दिनांकासह	सेवाकालावधीत केलेल्या उदबोधन/उजाळा/अल्पकालावधीचा पुर्ण केल्याचा दिनांक कालावधीसह नमुद करावा	API मार्कस संपुर्ण परीक्षण कालावधी (वर्षनिहाय)			प्रकरण न्यायप्रविष्ट असल्यास याचिका क्रमांक/ न्यायालयाचे आदेश नमुद करावे.	अपेक्षित स्थाननिश्चिती दिनांक	प्राचार्याचे स्पष्ट अभिप्राय स्थाननिश्चिती करीता शिफारस होय/नाही नसल्यास कारणासह शेर नमुद करावा.
									वर्ष (I)	(II)	एकुण (III)			

प्राध्यापकांची स्वाक्षरी

प्राचार्यांची स्वाक्षरी

प्रपत्र ब

कॅस अंतर्गत स्थाननिश्चितीबाबत (सहाय्यक प्राध्यापक/सहयोगी प्राध्यापक)

महाविद्यालयाचे नांव :

अ. क.	प्राध्यापकाचे नांव व पदनाम व विषय	शैक्षणिक अर्हता दिनांकास नमुद करावी	नियुक्ती आदेश व रजु दिनांक	विद्यापीठाचे मान्यता आदेश (तदर्थ/नियमित तपशिलासह व त्यानुसार नियमित झालेला दिनांक	सेवाखंड असल्यास एकुन कालावधी दिवस	सेवाखंड क्षमापित केला असल्यास त्याबाबत विद्यापीठाचे / शासनाचे आदेश	यापुर्वी मिळालेल्या स्थाननिश्चितीचा तपसिल दिनांकासह	सेवाकालावधीत केलेल्या उदबोधन/उजाळा/अल्पकालावधीचा पुर्ण केल्याचा दिनांक कालावधीसह नमुद करावा	API मार्कस संपुर्ण परीक्षण कालावधी (वर्षनिहाय)	अपेक्षित स्थाननिश्चिती दिनांक	प्राचार्याचे स्पष्ट अभिप्राय स्थाननिश्चितीकरीता शिफारस होय/नाही नसल्यास कारणासह शेरा नमुद करावा.

अध्यक्ष स्थानिक महा.व्यवस्थापन समिती

विषयतज्ञ

विषयतज्ञ

कुलगुरु नामनिर्देशित प्रतिनिधी

शासन प्रतिनिधी

प्राचार्य

शेरा शासकिय प्रतिनिधी : मंजुर/नामंजुर.....

GONDWANA UNIVERSITY GADCHIROLI

FORM-A

Statement about the information of the Teacher for the placement under CAS

Academic Level ... to

Name of the Teacher: College:

Educational Qualifications: Assessment Period for Placement:

Assessment Year	Grade Obtained	Research Score	Date of Appointment	Date of Ph.D. Award	Date of Placement in Academic level 11	Date of Placement in Academic level 12	Date of Placement in Academic level 13A	Date of Placement in Academic level 14	Is Candidate on active role as per UGC clause 6.3 V of regulation 2018	Date of candidate application for CAS as per UGC clause 6.3.1 & 7.3.1 Gov. Mah.	Whether CAS Option exercised as per UGC 6.3 & 7.3 Gov. Mah	Certificate by the College
1	2	3	4	5	6	7	8	9	10	11	12	13
Total												
Average of Years												
Orientation/ Refresher /Short term course			Syllabus Up gradation Workshop		Teaching Learning & Evaluation	Faculty Development Programme	Teaching Learning & Evaluation	Technology Programmes	E-content Developed in 4 Quadrants	Recommendations by Committee & Govt. Nominee		
Title	From	To								Recommended/Not Recommended		
Refresher Course										Academic Level To		
Refresher Course										w.e.f.		
										Designation:.....		

. This form should be sent to university for CAS Committee

Principal

GONDWANA UNIVERSITY GADCHIROLI

FORM-B

Proforma for recommendation of the teacher for Placement under CAS

(Govt. of Maharashtra, vide G.R. No. Misc-2018/C.R.56/18/UNI-1, dated 08/03/2019)

Academic Level ... to

Name of the Teacher: College:

Date: / /

Assessment Period for Placement: HTE Sevarth NO.....

Assessment Year	Grade Obtained	Research Score	Date of Appointment	Date of Ph.D. Award	Date of Placement in Academic level 11	Date of Placement in Academic level 12	Date of Placement in Academic level 13A	Date of Placement in Academic level 14	Is Candidate on active role as per UGC clause 6.3 V of regulation 2018 & Govt. of Maharashtra Gr clause 7.3.V	Date of candidate application for CAS as per UGC clause 6.3.VI Govt. of Maharashtra Gr clause 7.3.VI	Whether CAS Option exercised as per UGC 6.3 & 7.3 Gov. Mah	Certificate by the College
1	2	3	4	5	6	7	8	9	10	11	12	13
												All the information provided is documented in IQAC and verified.
Total												
Average of Years												
Orientation/ Refresher /Short term course/ MOOCS/SWYAM			Syllabus Upgradation Workshop		Teaching Learning & Evaluation	Faculty Development Programme	Teaching Learning & Evaluation	Technology Programmes	E-content Developed	Recommendations by Committee & Govt. Nominee		
Title of Course			From	To						Recommended/Not Recommended Academic Level To w.e.f. Designation:.....		

• This form should be send to University and Joint Director Higher Education after the completion of the processes.

Principal President /Secretary Subject expert Subject expert Subject expert HOD Govt. nominee Chairman of Committee society

Index

Sr. No.	Title of Document
1.	Principal Letter to Pro vice Chancellor
2.	Application of candidate through Principal
3.	Overall Grading/Academic/Research Score
4.	Form A: Statement of information of teacher for the placement under CAS
5.	Form B: Proforma for recommendation of the teacher for Placement under CAS
6.	Form C: Report/Minutes of the CAS Committee
7.	Fixation Certificate by University
8.	Previous Joint director CAS Fixation report
9.	Appointment order,Joining Reports and University Approval
10.	Ph.D. Notification & Degree and compliance
11.	NET Certificate
12.	SET Certificate
13.	Self Appraisal Reports
14.	Option Form
15.	Total No. of Certificates
16.	Any other Information
17.	Total No. of Pages

Gondwana University Gadchiroli

CAS OPTION FORM

(UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION, 2018, No. F.1-2/2017(EC/PS) dated 18 July 2018)

(Govt. of Maharashtra Resolution No. Misc-2018/C.R.56/18/UNI-1, dated 8 March 2019)

1	Name	
2	College Name	
3	Date of 1 st Placement	
4	Date of 2 nd Placement	
5	Placement in Academic Level	
6	Option of CAS as per New Regulation (YES/NO)	
7	Option of CAS as per Existing Regulation (YES/NO)	
8	As per the Clause 6.3 of the UGC regulation 2018 which reads as: The criteria for promotion under Career Advancement Scheme laid down under these Rules shall be effective from the date of notification of these Regulations. However, to avoid hardship to those faculty members who have already qualified or likely to qualify shortly under the existing Regulations, a choice may be given to them, for being considered for promotions under the existing Regulations. This Option can be exercised within three years from the date of notification of these Regulations.	
9	The Clause 7.3 as per Govt. of Maharashtra Gr. 08-03-2019 which reads as: The criteria for promotion under Career Advancement Scheme laid down under these Rules shall be effective from the date of notification of these Rules. However, to avoid hardship to those faculty members who have already qualified or likely to qualify shortly under the existing Rules, a choice may be given to them, for being considered for promotions under the existing Rules. This Option can be exercised within three years from the date of notification of these Rules.	

Declaration

As per the UGC regulation No. F.1-2/2017(EC/PS) dated 18 July 2018 and Govt. of Maharashtra Resolution No. Misc-2018/C.R.56/18/UNI-1, is dated 8 March 2019 and the clause 6.3 & 7.3. I exercise the Options of the 2010 regulation for the CAS of Academic level

Teachers Signature

The Candidate has exercised the Option as per the UGC and Govt. of Maharashtra Regulation.

(.....)

Principal



GONDWANA UNIVERSITY GADCHIROLI

ANNUAL SELF-APPRAISAL REPORT

(University/College Teachers)

(As per 7.0 VII B. of Govt. of Maharashtra GR. MISC2018/C.R/56/18/UNI-1. 08-03-2019)

References: 1| The Gazette of India Extraordinary, Part III section 4 dated 18th July, 2018.

Assessment Year.....

Sr. No.	Title	
1	Name	
2	Mothers name	
3	Date of Birth	
4	Designation	
5	College name	
6	HTE Sevarth No	
7	Date of Joining	
8	Date of Ph.D.	
9	Date of M.Phil.	
10	Date of NET/SET	
11	Date of Award of Academic Level 11	
12	Date of Award of Academic Level 12	
13	Date of Award of Academic Level 13A	
14	Date of Award of Academic Level 14	
15	Date of Orientation course	
16	Date of Refresher course	
17	Date of Short Term course	
18	Online Courses	
19	E-contents	
20	Assessment Period	
21	Due date of Promotion	
22	Stage of Promotion	
23	Pay Band	
24	Current Academic Level	
25	Subject	
26	Faculty	

Assessment Criteria and Methodology for University/ College Teachers

Sr. No.	Activity					Tot, classes tau-ght	Tot. class assignned	%	Self-Claimed Grade	Verified Grade
	1 Year Sem I&II	2 Year Sem III&IV	3 Year Sem V&VI							
1	Teaching							(6/7)		
1	2	3	4	5	6	7	8	9	10	
	Number of Classes taught									
	Sessions on Tutorials									
	Laboratory									
	Field work									
	Remedial Teaching									
	Practical/Laboratory									
	Additional teaching to support counseling and mentoring									
	Test									
	Seminars & Any other									
2	Involvement in University/ College student related activities/ Research activities									
	a) Administrative Activity									
	Name of Activity	Designation	Year		Self-Claimed Grade	Verified Grade				
			From	to						
	Head of Department									
	Coordinator									
	Warden									
	Vice-Principal									
	NSS/NCC officer									
	RTI Authority									
	Member of CDC									
	Other College Committees									
	Member of RRC of University									
	b) Examination & Evaluation Duties									
	Type of Duty	Designation	Year		Self-Claimed Grade	Verified Grade				
			From	to						
	Examination Duties assigned by college for conducting of University examination									
	Evaluation of papers in University									
	Moderation of Question paper in University									
	Paper setting work of University									
	Answer paper Moderation									
	Member of BOE									
	Member of									

Any Other					
-----------	--	--	--	--	--

Sr. No.	Activity						Self-Claimed Grade	Verified Grade	
2	C) Students related Co-curricular, Extension & Field based activity								
	Title of activity	Designation		Year		Self-Claimed Grade	Verified Grade		
				From	To				
	Student Club								
	Career Counseling								
	Study Visit								
	Student seminars								
	Cultural Activity								
	Sports								
	NSS /NCC/Adult Education								
	Community Services								
	d) Organizing Seminars/Conferences/Workshops, other College/University activities								
	Title of Activity	Designation		Year		Self-Claimed Grade	Verified Grade		
				From	To				
	Seminar								
	Conference								
	Workshop								
	Member of University activity								
	e) Guiding Ph.D. Students								
	Name of Student		University		Date of Award		Self-Claimed Grade	Verified Grade	
	f) Minor/Major research Projects								
	Title of Project	Major/Minor	Funding Agency	Year of Sanction	Year of completion	Amount Sanctioned	Self-Claimed Grade	Verified Grade	
	g) At least one single or joint publication in peer-reviewed or UGC list Journal								
	Title of Article / Paper	ISSN No.	Year	Joint or Single	Name of Journal		Self-Claimed Grade	Verified Grade	

Grading: The Grade Obtained in any Three Activities from 2(a) to 2(g).

Sr. No.	Name of Activity	Grade	Overall grade
1			
2			
3			

Grading Criteria

I For Activity 1

80% & above - Good
Below 80% but 70% & above-Satisfactory
Less than 70% - Not satisfactory

For Activity II

Good - Involved in at least 3 activities (activity a to g)
Satisfactory - 1-2 activities (activity a to g)
Not-satisfactory - Not involved / undertaken any of the activities. (activity a to g)

Overall Grading:

Good: Good in teaching and satisfactory or good in activity at S.No.2.

Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at S.No.2.

Not Satisfactory: If neither good nor satisfactory in overall grading.

II. ACADEMIC/RESEARCH ACTIVITY

ACADEMIC/RESEARCH ACTIVITY							
Sr. No.							
1	Research Papers in Peer-reviewed or UGC Listed Journals						
	Name of Journal	ISSN No.	Whether Joint or Single	Title of Paper	Marks		
					Self-Claimed Marks	Verified Marks	
2	Publications Other than research papers						
	a) Books authored which are published by National/International Publishers						
	Title of Book	Level of Publisher	ISBN No.	Name of Publisher	Marks		
					Self-Claimed Marks	Verified Marks	
	Chapter in Edited Book published by National/International Publishers(5 points per chapter)						
	Title edited of Book	Level of Publisher	ISBN No.	Name of Publisher	Title of Chapter	Marks	
						Self-Claimed Marks	Verified Marks
	b) Translation works in Indian and Foreign Languages by qualified faculties						
	Chapters/Book(3 points per chapter/research paper and 8 points per book)						
	Title of Book /Chapter/ research paper	Level of Publisher	ISBN No./ ISSN No.	Name of Publisher	Marks		
					Self-Claimed Marks	Verified Marks	
3	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula						
	a) Development of Innovative pedagogy(5 points per innovative pedagogy)						
	b) Design of new curricula (02 Points per curricula/course)						
	Title	Name of University	Year	Marks			
				Self-Claimed Marks	Verified Marks		
	c) MOOC'S(20 per curricula/course)						
	Title of MOOC's	Web link	Duration	Total quadrants developed.	Marks		
	d) E-contents						
	Title of Book or chapter	Web link	Whether editor of Course or Book	Total quadrants developed.	Content Module	Marks	
						Self-Claimed Marks	Verified Marks

ACADEMIC/RESEARCH ACTIVITY							
Sr. No.							
4	a) Research Guidance						
	(i) Ph.D./						
	Name Candidate	Title	Awarding University	Year	Marks		
					Self-Claimed Marks	Verified Marks	
	ii) M.Phil.						
	Name Candidate	Title	Awarding University	Year	Marks		
					Self-Claimed Marks	Verified Marks	
	iii) PG Dissertation						
	Name Candidate	Title	Awarding University	Year	Marks		
					Self-Claimed Marks	Verified Marks	
	b) Research Projects Completed						
	Title of Project	Funding Agency	Amount sanctioned	Duration		Marks	
				From	to	Self-Claimed Marks	Verified Marks
	c) Research Projects Ongoing						
	Title of Project	Funding Agency	Amount sanctioned	Duration		Marks	
			From	to	Self-Claimed Marks	Verified Marks	
d) Consultancy							
Name of Agency	Type of Consultancy	Amount INR	Duration		Marks		
			From	to	Self-Claimed Marks	Verified Marks	
5	a) Patents						
	Title	National or International		Patent No.	Marks		
					Self-Claimed Marks	Verified Marks	
	b) Policy Documents						
	Type of Policy Document	Agency	National or International	Year	Marks		
					Self-Claimed Marks	Verified Marks	
	c) Awards/fellowship						
	Award or fellowship	Granting Agency	National or International	Year	Marks		
					Self-Claimed Marks	Verified Marks	
6	Invited Lectures/resource Persons/Papers presentation in Seminars/Conferences/Full Paper in Conference Proceedings						
	Title of Paper or Lecture	Seminar or Conference	Whether Resource person	National / International/ State/ University	Year	Marks	
						Self-Claimed Marks	Verified Marks

Total Academic/ Research score:

Signature of the Candidate

Signature of Principal

UNDERTAKING

I undertakes that the information provided is correct as per records submitted by me to College and documents enclosed along with the duly filled

ANNUAL SELF-APPRAISAL REPORT /PROFORMA

Overall Grading. : Good/ Satisfactory/ Not Satisfactory

Total Academic/ Research Score

Place:

Date:

Signature of the Candidate

Place:

Date:

Signature Head of the Department

Signature of Principal

Report of IQAC Committee about Assessment and Academic/ Research score

Activity	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Overall Grade/ Total Academic/Rese arch score a
Grade							
Academic/Research score							

Member

Member

Member

Chairman/ Secretary

Principal

Name of College: -----

**MINUTES OF SELECTION COMMITTEE FOR CAS PROMOTION TEACHER IN THE GRADE
AL - 11/12/13A, Asst. Professor Senior/ Selection Grade / Associate Prof Grade in the Pay Scale of
..... of Dr -----of -----college**

The meeting of the Selection Committee duly constituted for CAS promotion of Shri/Ku/ Smt./Dr -----
----- In the AL- in the Pay Scale of was held on
dated at

The following members were present :

1. Chairperson of Selection Committee -----
2. Government Nominee. -----
3. Hon'ble Vice-Chancellor Nominee -----
4. Hon'ble Vice-Chancellor Nominated Subject Expert -----
5. Subject Experts 1 -----
7. Subject Experts 2 -----
8. Principal / Head of Department -----

The Principal of the college place the following document for the consideration of selection of
Shri/Ku/Smt./Dr..... (AL ---) with .in
the pay scale of with reference as under -

1. Direction No. 3 of 2020 of Gondwana University, Gadchiroli.
2. University Grand Commission Notification 18 July 2018
3. Higher and Technical Education Department G.R. No- 2018/C.R.-56/18/UNI-1 -Dated 8
th March 2019 And 10 th May 2019.

The committee resolves as under -

- 1) It is Verified by the Committee that the Candidate has Completed more than three/ five year of
Service in A.L. -.....
- 2) Awarded Ph. D. Degree in Subject..... fromUniversity Vide
Notification No. Dated..... (For CAS to Associate Professor only)
- 3) The Academic and Research Score verified as
- 4) The Teacher has been awarded performance assessment overall Grade **Good/ Satisfactory**
during the last three years of Assessment period as per Appendix II Table 1.
- 5) The candidate has completed in the Assessment period course/Programme -Refresher course or
Research Methodology/ Workshop / Seminar / course / Teaching -Learning Evaluation
Technology Pgm / FDP of two week / Two short term courses of dated..... from university/
Institute and from university/ Institute. /Taken / Developed one MOOC course./

After considering the performance of the concerned teacher and all the relevant documents, the
candidate scored the satisfactory research score. The committee recommends the placement of Dr.
..... for CAS Promotion as in the Pay Matrix of
..... with effect from

1. Chairperson of Selection Committee -----
2. Government Nominee. -----
3. Hon'ble Vice-Chancellor Nominee -----
4. Hon'ble Vice-Chancellor Nominated Subject Expert -----
5. Subject Experts -----
7. Subject Experts -----
8. Principal / Head of the Deptt. -----

CAREER ADVANCEMENT SCHEME (CAS) FOR

Asst Professor Grade AL 11/12/13A for UNIVERSITY/ COLLEGE TEACHER

ASSESSMENT DETAILS

Name of the teacher.....

College :.....

Date of Joining:.....

CAS Promotion Due date.....

Assessment Period (Due Period) :

SUMMARY OF ASSESSMENT CRITERION/ ACADEMIC AND RESEARCH SCORE

criteria	Assessment Years					Overall Grade/ Total A/R Score
	1	2	3	4	5	
I Teaching learning and Evaluation related activity	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory
II Co-curriculum, Extension Professional development etc.	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	
Annual Average Grade	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	
III Academic/Research Score during Assessment Period (AS per Table 2 of Appendix II)						

Signatures of the Member of the Selection Committee.

1. Chairperson of Selection Committee -----
2. Government Nominee. -----
3. Hon'ble Vice-Chancellor Nominee -----
4. Hon'ble Vice-Chancellor Nominated Subject Expert -----
5. Subject Experts -----
7. Subject Experts -----
8. Principal / Head of the Deptt. -----

Interview Assessment

CAREER ADVANCEMENT SCHEME (CAS) FOR Grade AL 13A for COLLEGE TEACHERS ASSESSMENT SHEET

Name of the Teacher

College Name

A) 30 Marks : Contribution to Research

B) 50 Marks : Assessment of Domain Knowledge & Teaching Practices

C) 20 Marks : Interview Performance

Assessment Indicator	(A)Contribution to Research			(B) Assessment of Domain Knowledge & Teaching Practices					(C)Interview Performance			Total	Grand Total	Average
	30 Marks			50 Marks					20 Marks					
	Research Contribution	Skill Development	Total	Subject Knowledge	Communication	Presentation	Use of ICT Teaching	Total	Innovation Teaching	Confidence and Overall Presentation	Total			
Max Marks.	<u>15</u>	<u>15</u>	<u>30</u>	<u>14</u>	<u>12</u>	<u>12</u>	<u>12</u>	<u>50</u>	<u>10</u>	<u>10</u>	<u>20</u>	<u>100</u>	<u>700</u>	<u>100</u>
VC Nominee														
VC Expert														
Expert -1														
Expert -2														
Principal														
Govt Nominee														
Chairman														

(Name & Signature)

Subject Experts

1]

2]

V.C. Nominee

1] Nominee

2) subject Expert

Govt. Nominee

Principal

Chairperson of Selection Committee

GONDWANA UNIVERSITY GADCHIROLI
FIXATION CERTIFICATE UNDER CAREER ADVANCEMENT SCHEME
(CAS)

To be used in the case of those who elect to come to the UGC recommended scales of pay as approved by the Government of under the Government resolution, Govt. of Maharashtra, vide G.R. No. Misc-2018/C.R.56/18/UNI-1, dated 08/03/2019.

Fixation is approved/certified by the university as per the Clause 7.2 & 7.3.VI. of above GR.

1	Name of Affiliating University	Gondwana University, Gadchiroli		
2	Name of College			
3	Name of Teacher			
4	Subject			
5	Substantive/Officiating			
6	HTE Sevarth No.			
Qualifications				
7	Name of Degree	Year of Passing	% of Marks	Division
8	Date of First Appointment in the college with pay Scale			
9	Date of Regular Appointment/ Permanent Appointment			
10	Total period of service in this college or in college coming under the Managements in old pay scale or any other services.			

DETAILS OF PAY FIXATION

1	Designation of the post in which pay is to be fixed	
2	Existing Scale	
3	Date of increment	
4	Academic Level	

APPENDIX-II

1	Basic Pay in New Academic Level	
2	Designation	
3	Academic Level	
4	Date of Next Increment	
5	Basic Pay after increment on date	

Registrar
Gondwana University Gadchiroli



GONDWANA UNIVERSITY GADCHIROLI

**A Proposal For
Promotion under CAS
for *Librarians* in Universities & Colleges
Academic Level 11,12 & 13A**

for

Academic Level..... to.....

Self Appraisal Report

Self Assessment and Academic/Research Score

of

Shri/Smt/Ku/Dr.....

Department of

Submitted By

Principal

.....

Index

Sr. No.	Title of Document
1	Principal Letter to Pro vice Chancellor
2	Application of candidate through Principal
	Overall Grading/Academic/Research Score
3	Form A: Statement of information of teacher for the placement under CAS
4	Form B: Proforma for recommendation of the teacher for Placement under CAS
5	Form C: Report/Minutes of the CAS Committee
6	Fixation Certificate by University
7	Previous Joint director CAS Fixation report
8	Joining Reports
9	Ph.D. Notification & compliance
10	NET Certificate
11	Set Certificate
12	Approvals
13	Self Appraisal Reports
14	Option Form
15	Total No. of Certificates
16	Total No. of Pages

To,

The Hon' ble Pro-Vice Chancellor
Gondwana University,
Gadchiroli.

Subject: Application for the promotion as Librarian Level 11/12 /AI 13 under the Scheme of CAS.

Reference: i) The Gazette of India: Extraordinary, Part III Section 4 dated 18th July, 2018
ii) UGC letter No. F.No.23-4/2017 (PS), dated 31st January, 2018
iii) Government of Maharashtra Misc. – 2018.CR 56/18/ UN11 date 8th March, 2019
iv) Government of Maharashtra Misc-2018/C.R.56/18/UNI-1 dated 10th May, 2019.
v) The Maharashtra Public University Act, 2016

Employee HTE Sevarth No. :-----

Sir,

I forward herewith my application for the promotion as Academic Level to Academic Level under the Career Advancement Scheme (CAS), along with the required documents/enclosures.

At present I am working as in the Department of in Academic Level....., in College affiliated college to Gondwana University Gadchiroli since

As per the Assessment Criteria, I am eligible for promotion under the CAS for the Academic Level

My due date of promotion is

Your kind honour is requested to consider my promotion under CAS and oblige.

Thanking you.
Yours sincerely,

Signature of the applicant :

Name of the Applicant :

Forwarded through :

Date: _____
Seal)

(Signature of Principal &

Encl.: List of Supporting Documents

- 1) Self Appraisal reports.
- 2) Orientation/ Refresher /Short term Course/MOOCs/SWYAM certificate
- 3) Previous CAS fixation report

Gondwana University Gadchiroli

CAS OPTION FORM

(UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION, 2018, No. F.1-2/2017(EC/PS) dated 18 July 2018)

(Govt. of Maharashtra Resolution No. Misc-2018/C.R.56/18/UNI-1, dated 8 March 2019)

1	Name	
2	College Name	
3	Date of 1 st Placement	
4	Date of 2 nd Placement	
5	Placement in Academic Level	
6	Option of CAS as per New Regulation (YES/NO)	
7	Option of CAS as per Existing Regulation (YES/NO)	
8	As per the Clause 6.3 of the UGC regulation 2018 which reads as: The criteria for promotion under Career Advancement Scheme laid down under these Rules shall be effective from the date of notification of these Regulations. However, to avoid hardship to those faculty members who have already qualified or likely to qualify shortly under the existing Regulations, a choice may be given to them, for being considered for promotions under the existing Regulations. This Option can be exercised within three years from the date of notification of these Regulations.	
9	The Clause 7.3 as per Govt. of Maharashtra Gr. 08-03-2019 which reads as: The criteria for promotion under Career Advancement Scheme laid down under these Rules shall be effective from the date of notification of these Rules. However, to avoid hardship to those faculty members who have already qualified or likely to qualify shortly under the existing Rules, a choice may be given to them, for being considered for promotions under the existing Rules. This Option can be exercised within three years from the date of notification of these Rules.	

Declaration

As per the UGC regulation No. F.1-2/2017(EC/PS) dated 18 July 2018 and Govt. of Maharashtra Resolution No. Misc-2018/C.R.56/18/UNI-1, is dated 8 March 2019 and the clause 6.3 & 7.3. I exercise the *Options of the 2010 regulation for the CAS of Academic level*

Teachers Signature

The Candidate has exercised the Option as per the UGC and Govt. of Maharashtra Regulation.

(.....)

Principal

GONDWANA UNIVERSITY GADCHIROLI

ANNUAL SELF-APPRAISAL REPORT

(Librarians)

(As per 7.0 VII B. of Govt. of Maharashtra GR. MISC2018/C.R/56/18/UNI-1. 08-03-2019)

Assessment Year.....

Sr. No.	Title	
1	Name	
2	Mothers name	
3	Date of Birth	
4	Designation	
5	College name	
6	HTE Sevarth No	
7	Date of Joining	
8	Date of Ph.D.	
9	Date of M.Phil.	
10	Date of NET/SET	
11	Date of Award of Academic Level 11	
12	Date of Award of Academic Level 12	
13	Date of Award of Academic Level 13A	
14	Date of Award of Academic Level 14	
15	Date of Orientation course	
16	Date of Refresher course	
17	Date of Short Term course	
18	Online Courses	
19	E-contents	
20	Assessment Period	
21	Due date of Promotion	
22	Stage of Promotion	
23	Pay Band	
24	Current Academic Level	

Self Assessment

Sr. No.	Activity	Particulars	Self-Claimed Grade	Verified Grade			
1	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)						
	Library Resource, Organization and maintenance of books, journals, reports, etc						
	Provision of Library reader services such as literature retrieval services to researchers and analysis of report.						
	Assistance towards updating institutional website.						
2	Conduct of seminars/workshops related to library activity or on specific books or genre of books.						
	Title of Seminar/ workshop	Level	Others	Year		Self-Claimed Grade	Verified Grade
				From	to		
3	If library has a computerized database then OR If library does not have a computerized database						
	Type of database			Self-Claimed Grade	Verified Grade		
4	Checking inventory and extent of missing books						
	Type of Checking Inventory	Extent of Missing books	Details of Write-off books	Self-Claimed Grade	Verified Grade		
5	Digitisation of books database in institution having no computerized database.						
	Total books digitised	Total books having no computer database	Total books with database	Total Journals databased	others	Self-Claimed Grade	Verified Grade
	(ii) Promotion of library network.						
	Type of Library network		Type of Network Availed			Self-Claimed Grade	Verified Grade
	(iii) Systems in place for dissemination of information relating to books and other resources						
	Name /Type of system used for Dissemination of information	College website	Notice Board	Any other source		Self-Claimed Grade	Verified Grade
	(iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.						
Assistance in Admission	Assistance in Governance	Assistance in Examination	Extracurricular activities	Assistance in Administration	Self-Claimed Grade	Verified Grade	

v) Design and offer short-term courses for users.						
Title of Short term Course		Level	Duration		Self-Claimed Grade	Verified Grade
			from	to		
vi) Publications of at least one research paper in UGC approved journals.						
Name of Journal	ISSN No.	Title of article	UGC approved or not	Level of Journal	Self-Claimed Grade	Verified Grade

Overall Grading	Good: Good in Item 1 and satisfactory/good in any two other items including Item 4.					
	Satisfactory: Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4.					
	Not satisfactory: If neither good nor satisfactory in overall grading.					
Note:	1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.					
	2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion					
	3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.					

Signature of Candidate
Principal

Signature of

Overall Grading

Performance	Good	Satisfactory	Not satisfactory
Teaching			
Administration			
Examination			
Sports			
NSS			
NCC			
Research Guiding			
Research Paper			
Research Projects			
Seminar			
Conference			
Student related activity			

Principal

II. ACADEMIC/RESEARCH ACTIVITY

Sr. No.	ACADEMIC/RESEARCH ACTIVITY						
1	Research Papers in Peer-reviewed or UGC Listed Journals						
	Name of Journal	ISSN No.	Whether Joint or Single	Title of Paper	Marks		
					Self-Claimed Marks	Verified Marks	
2	Publications Other than research papers						
	a)Books authored which are published by National/International Publishers						
	Title of Book	Level of Publisher	ISBN No.	Name of Publisher		Marks	
						Self-Claimed Marks	Verified Marks
	Chapter in Edited Book published by National/International Publishers(5 points per chapter)						
	Title edited of Book	Level of Publisher	ISBN No.	Name of Publisher	Title of Chapter	Marks	
						Self-Claimed Marks	Verified Marks
	b)Translation works in Indian and Foreign Languages by qualified faculties						
	Chapters/Book(3 points per chapter/research paper and 8 points per book)						
	Title of Book /Chapter/ research paper	Level of Publisher	ISBN No./ ISSN No.	Name of Publisher		Marks	
						Self-Claimed Marks	Verified Marks
3	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula						
	a) Development of Innovative pedagogy(5 points per innovative pedagogy)						
	b) Design of new curricula (02 Points per curricula/course)						
	Title	Name of University		Year	Marks		
					Self-Claimed Marks	Verified Marks	
	c) MOOC'S(20 per curricula/course)						
	Title of MOOC's	Web link	Duration	Total quadrants developed.		Marks	
	d) E-contents						
	Title of Book or chapter	Web link	Whether editor of Course or Book	Total quadrants developed.	Content Module	Marks	
						Self-Claimed Marks	Verified Marks

Sr. No.	ACADEMIC/RESEARCH ACTIVITY						
4	a) Research Guidance						
	(i) Ph.D./						
	Name Candidate	Title	Awarding University	Year	Marks		
					Self-Claimed Marks	Verified Marks	
	ii) M.Phil.						
	Name Candidate	Title	Awarding University	Year	Marks		
					Self-Claimed Marks	Verified Marks	
	iii) PG Dissertation						
	Name Candidate	Title	Awarding University	Year	Marks		
					Self-Claimed Marks	Verified Marks	
	b) Research Projects Completed						
	Title of Project	Funding Agency	Amount sanctioned	Duration		Marks	
			From	to	Self-Claimed Marks	Verified Marks	
c) Research Projects Ongoing							
Title of Project	Funding Agency	Amount sanctioned	Duration		Marks		
			From	to	Self-Claimed Marks	Verified Marks	
d) Consultancy							
Name of Agency	Type of Consultancy	Amount INR	Duration		Marks		
			From	to	Self-Claimed Marks	Verified Marks	
5	a) Patents						
	Title	National or International		Patent No.		Marks	
						Self-Claimed Marks	Verified Marks
	b) Policy Documents						
	Type of Policy Document	Agency	National or International	Year		Marks	
						Self-Claimed Marks	Verified Marks
	c) Awards/fellowship						
Award or fellowship	Granting Agency	National or International	Year		Marks		
					Self-Claimed Marks	Verified Marks	
6	Invited Lectures/resource Persons/Papers presentation in Seminars/Conferences/Full Paper in Conference Proceedings						
	Title of Paper or Lecture	Seminar or Conference	Whether Resource person	National / International/ State/ University	Year	Marks	
						Self-Claimed Marks	Verified Marks

Total Academic/ Research score:

Signature of the Candidate

Signature of Principal

UNDERTAKING

I undertakes that the information provided is correct as per records submitted by me to College and documents enclosed along with the duly filled **ANNUAL SELF-APPRAISAL REPORT ,PROFORMA**

Place:

Date:

Signature of the Candidate

Place:

Date:

Signature Head of the Department

Place:

Date:

Principal

Report of IQAC Committee about Assessment and Academic/ Research score

Activity	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Overall Grade/ Total Academic/Rese arch score a
Grade							
Academic/Research score							

Member

Member

Member

Chairman/ Secretary

Principal

प्रपत्र अ

कॅस अंतर्गत स्थाननिश्चितीबाबत (ग्रंथपाल)

महाविद्यालयाचे नांव :

अ. क्र.	प्राध्यापकाचे नांव पदनाम व विषय	शैक्षणिक अर्हता दिनांकास नमुद करावी	नियुक्ती आदेश व रुजु दिनांक	विद्यापीठाचे मान्यता आदेश (तदर्थ/ नियमित तपशिलासह व त्यानुसार नियमित झालेला दिनांक	सेवाखंड असल्यास एकुन कालावधी दिवस	सेवाखंड क्षमापित केला असल्यास त्याबाबत विद्यापीठाचे / शासनाचे आदेश	यापुर्वी मिळालेल्या स्थाननिश्चिती चा तपसिल दिनांकासह	सेवाकालावधीत केलेल्या उदबोधन/ उजाळा/ अल्पकालावधीचा पुर्ण केल्याचा दिनांक कालावधीसह नमुद करावा	API मार्कस संपुर्ण परीक्षण कालावधी (वर्षनिहाय)				प्रकरण न्यायप्रविष्ट असल्यास याचिका क्रमांक/ न्यायालयाचे आदेश नमुद करावे.	अपेक्षित स्थाननिश्चिती दिनांक	प्राचार्याचे स्पष्ट अभिप्राय स्थाननिश्चिती करीता शिफारस होय/ नाही नसल्यास कारणासह शेर नमुद करावा.
									वर्ष (I)	(II)	एकुण (III)				

प्राध्यापकांची स्वाक्षरी

प्राचार्यांची स्वाक्षरी

प्रपत्र ब

कॅस अंतर्गत स्थाननिश्चितीबाबत (ग्रंथपाल)

महाविद्यालयाचे नांव :

अ. क्र.	प्राध्यापकाचे नांव व पदनाम व विषय	शैक्षणिक अर्हता दिनांकास नमुद करावी	नियुक्ती आदेश व रुजु दिनांक	विद्यापीठाचे मान्यता आदेश (तदर्थ/नियमित तपशिलासह व त्यानुसार नियमित झालेला दिनांक	सेवाखंड असल्यास एकुल कालावधी दिवस	सेवाखंड क्षमापित केला असल्यास त्याबाबत विद्यापीठाचे / शासनाचे आदेश	यापुर्वी मिळालेल्या स्थाननिश्चितीचा तपसिल दिनांकासह	सेवाकालावधीत केलेल्या उदबोधन/उजाळा/अल्पकालावधीचा पूर्ण केल्याचा दिनांक कालावधीसह नमुद करावा	API मार्कस संपुर्ण परीक्षण कालावधी (वर्षनिहाय)			अपेक्षित स्थाननिश्चिती दिनांक	प्राचार्यांचे स्पष्ट अभिप्राय स्थाननिश्चितीकरीता शिफारस होय/नाही नसल्यास कारणासह शेरा नमुद करावा.
									वर्ष (I)	(II)	एकुण (III)		

अध्यक्ष स्थानिक महा.व्यवस्थापन समिती

विषयतज्ञ

विषयतज्ञ

कुलगुरु नामनिर्देशित प्रतिनिधी

शासन प्रतिनिधी

प्राचार्य

शेरा शासकिय प्रतिनिधी : मंजूर/नामंजूर.....



GONDWANA UNIVERSITY GADCHIROLI

FORM-A

Statement about the information of the Librarian for the placement under CAS

Academic Level ... to

Name of the Teacher: College:

Educational Qualifications: Assessment Period for Placement:

Assessment Year	Grade Obtained	Research Score	Date of Appointment	Date of Ph.D. Award	Date of Placement in Academic level 11	Date of Placement in Academic level 12	Date of Placement in Academic level 13A	Date of Placement in Academic level 14	Is Candidate on active role as per UGC clause 6.3 V of regulation 2018	Date of candidate application for CAS as per UGC clause 6.3.1 & 7.3.1 Gov. Mah.	Whether CAS Option exercised as per UGC 6.3 & 7.3 Gov. Mah	Certificate by the College
1	2	3	4	5	6	7	8	9	10	11	12	13
Total												
Average of												
Years												
Orientation/ Refresher /Short term course			Syllabus Up gradation Workshop	Teaching Learning & Evaluation	Faculty Development Programme	Teaching Learning & Evaluation	Technology Programmes	E-contents Developed in 4 Quadrants	Recommendations by Committee & Govt. Nominee Recommended/Not Recommended Academic Level To w.e.f. Designation:.....			
Title	From	To										
Refresher Course												
Refresher Course												

This form should be sent to university for CAS Committee

Principal



**GONDWANA UNIVERSITY GADCHIROLI
FORM-B**

**Statement about the information of the Librarian for the placement under CAS
Academic Level ... to**

Name of the Teacher: College:

Educational Qualifications: Assessment Period for Placement:.....

Assessment Year	Grade Obtained	Research Score	Date of Appointment	Date of Ph.D. Award	Date of Placement in Academic level 11	Date of Placement in Academic level 12	Date of Placement in Academic level 13A	Date of Placement in Academic level 14	Is Candidate on active role as per UGC clause 6.3 V of regulation 2018	Date of candidate application for CAS as per UGC clause 6.3.1 & 7.3.1 Gov. Mah.	Whether CAS Option exercised as per UGC 6.3 & 7.3 Gov. Mah	Certificate by the College
1	2	3	4	5	6	7	8	9	10	11	12	13
Total												
Average of Years												
Orientation/ Refresher /Short term course			Syllabus Up gradation Workshop	Teaching Learning & Evaluation	Faculty Development Programme	Teaching Learning & Evaluation	Technology Programmes	E-contents Developed in 4 Quadrants	Recommendations by Committee & Govt. Nominee			
Title	From	To							Recommended/Not Recommended			
Refresher Course									Academic Level To			
Refresher Course									w.e.f.			
									Designation:.....			

• This form should be send to University and Joint Director Higher Education after the completion of the processes.

Principal President /Secretary Subject expert Subject expert Subject expert HOD Govt. nominee Chairman of society
Committee

Name of College: -----

MINUTES OF SELECTION COMMITTEE FOR CAS PROMOTION of Librarian IN THE GRADE
Academic Level 11/12 & 13 A of Dr ----- of -----
----- College

The meeting of the Selection Committee duly constituted for CAS promotion of Shri/Ku/ Smt./Dr -----
----- In the Pay Scale of ----- was held on dated
----- at -----

The following members were present :

1. Chairperson of Selection Committee -----
2. Government Nominee. -----
3. Hon'ble Vice-Chancellor Nominee -----
4. Hon'ble Vice-Chancellor Nominated Subject Expert -----
5. Subject Experts 1 -----
7. Subject Experts 2 -----
8. Principal / Head of Department -----

The Principal of the college place the following document for the consideration of selection of Shri/Ku/Smt./Dr..... .in the pay scale(AL 13) of 144200 to 218200 with reference as under -

1. Direction No. 3 of 2020 of Gondwana University, Gadchiroli.
2. University Grand Commission Notification 18 July 2018
3. Higher and Technical Education Department G.R. No- 2018/C.R.-56/18/UNI-1 –Dated 8 th March 2019 And 10 th May 2019.

The committee resolves as under -

- 1) It is Verified by the Committee that the Candidate has Completed more than three year of Service in A.L. -13 A.
- 2) The candidate has completed one Training/ Workshop / Seminar / course/ Maintainance and related activities of two week / Two short term courses of dated..... from university/ Institute and from university/ Institute. Taken / Developed one MOOC course./ Library up-gradation course.
- 3) The Academic and Research Score verified as
- 4) Awarded Ph. D. Degree in Subject..... fromUniversity Vide Notification No. Dated.....
- 5) The candidate has been awarded performance assessment overall Grade **Good/ Satisfactory** during the last three years of Assessment period as per Appendix II Table 4.

After considering the performance of the concerned teacher and all the relevant documents, the candidate scored the satisfactory research score. The committee recommends the placement of Dr. for CAS Promotion as In **Academic Level 13 University Deputy Librarian/ College Librarian** in the Pay Matrix of 144200 - 218200 with effect from

1. Chairperson of Selection Committee -----
2. Government Nominee. -----
3. Hon'ble Vice-Chancellor Nominee -----
4. Hon'ble Vice-Chancellor Nominated Subject Expert -----
5. Subject Experts -----
7. Subject Experts -----
8. Principal / Head of the Deptt. -----

Interview Assessment

CAREER ADVANCEMENT SCHEME (CAS) FOR Grade AL 14 for COLLEGE Librarian ASSESSMENT SHEET

Name of the Teacher

College Name

A) 30 Marks : Contribution to Research

B) 50 Marks : Assessment of Domain Knowledge & Teaching Practices

C) 20 Marks : Interview Performance

Assessment Indicator	(A)Contribution to Research 30 Marks			(B) Assessment of Domain Knowledge & Teaching Practices 50 Marks					(C)Interview Performance 20 Marks			Total	Grand Total	Average
	Research Contribution	Skill Development	Total	Subject Knowledge	Communication	Presentation	Use of ICT Teaching	Total	Innovation Teaching	Confidence and Overall Presentation	Total			
Max Marks.	<u>15</u>	<u>15</u>	<u>30</u>	<u>14</u>	<u>12</u>	<u>12</u>	<u>12</u>	<u>50</u>	<u>10</u>	<u>10</u>	<u>20</u>	<u>100</u>	<u>700</u>	<u>100</u>
VC Nominee														
VC Expert														
Expert -1														
Expert -2														
Principal														
Govt Nominee														
Chairman														

(Name & Signature)

Subject Experts

V.C. Nominee

Govt. Nominee

Principal

1]

1] Nominee

2]

2) subject Expert

Chairperson of Selection Committee

CAREER ADVANCEMENT SCHEME (CAS) FOR Grade AL 11/12/13 A for University /

COLLEGE Librarian

ASSESSMENT DETAILS

Name of the Librarian

College :.....

Date of Joining:.....

CAS Promotion Due date.....

Assessment Period (Due Period) :

SUMMARY OF ASSESSMENT CRITERION AND METHODOLOGY FOR LIBRARIAN

	criteria	Assessment Years					Overall Grade
		1	2	3			
1	Regularity in attending Library	Good/ Satisfactor y	Good/ Satisfactor y	Good/ Satisfactor y	Good/ Satisfactor y	Good/ Satisfactory	Good/ Satisfactory
2	Conduct of Seminars / Workshops	Good/ Satisfactor y	Good/ Satisfactor y	Good/ Satisfactor y	Good/ Satisfactor y	Good/ Satisfactory	
3	Library computerised database/ Not database	Good/ Satisfactor y	Good/ Satisfactor y	Good/ Satisfactor y	Good/ Satisfactor y	Good/ Satisfactory	
4	Checking Inventory/ Missing of books	Good/ Satisfactor y	Good/ Satisfactor y	Good/ Satisfactor y	Good/ Satisfactor y	Good/ Satisfactory	
5	Digitization of books/Library Network/Dissemination of Information/Design of short term course/Publication of Research papers	Good/ Satisfactor y	Good/ Satisfactor y	Good/ Satisfactor y	Good/ Satisfactor y	Good/ Satisfactory	
	Annual Average Grade	Good/ Satisfactor y	Good/ Satisfactor y	Good/ Satisfactor y	Good/ Satisfactor y	Good/ Satisfactory	

Signatures of the Member of the Selection Committee.

1. Chairperson of Selection Committee
2. Government Nominee.
3. Hon'ble Vice-Chancellor Nominee
4. Hon'ble Vice-Chancellor Nominated Subject Expert
5. Subject Expert 1
7. Subject Expert 2
8. Principal / Head of the Deptt.



GONDWANA UNIVERSITY GADCHIROLI

FIXATION CERTIFICATE UNDER CAREER ADVANCEMENT SCHEME (CAS)

To be used in the case of those who elect to come to the UGC recommended scales of pay as approved by the Government of under the Government resolution, Govt. of Maharashtra, vide G.R. No. Misc-2018/C.R.56/18/UNI-1, dated 08/03/2019.

Fixation is approved/certified by the university as per the Clause 6.2 & 7.3.VI. of above GR.

1	Name of Affiliating University	Gondwana University, Gadchiroli		
2	Name of College			
3	Name of Teacher			
4	Subject			
5	Substantive/Officiating			
6	HTE Sevarth No.			
Qualifications				
7	Name of Degree	Year of Passing	% of Marks	Division
8	Date of First Appointment in the college with pay Scale			
9	Date of Regular Appointment/ Permanent Appointment			
10	Total period of service in this college or in college coming under the Managements in old pay scale or any other services.			

DETAILS OF PAY FIXATION

1	Designation of the post in which pay is to be fixed	
2	Existing Scale	
3	Date of increment	
4	Academic Level	

APPENDIX-II

1	Basic Pay in New Academic Level	
2	Designation	
3	Academic Level	
4	Date of Next Increment	
5	Basic Pay after increment on date	

Registrar

Gondwana University Gadchiroli



Gondwana University Gadchiroli

A Proposal For
Promotion under CAS
(Director of Physical Education and Sports)
Academic Level- 11/12/13A

Self Appraisal Report
Self Assessment and Academic/Research Score

of

Shri/Ku./Dr -----

Department of -----

Submitted by

Principal

Index

Sr. No.	Title of Document
1.	Principal Letter to Pro vice Chancellor
2.	Application of candidate through Principal
3.	Overall Grading/Academic/Research Score
4.	Form A: Statement of information of teacher for the placement under CAS
5.	Form B: Proforma for recommendation of the teacher for Placement under CAS
6.	Form C: Report/Minutes of the CAS Committee
7.	Fixation Certificate by University
8.	Previous Joint director CAS Fixation report
9.	Appointment order, Joining Reports and University Approval
10.	Ph.D. Notification & Degree and compliance
11.	NET Certificate
12.	SET Certificate
13.	Self Appraisal Reports
14.	Option Form
15.	Total No. of Certificates
16.	Any other Information
17.	Total No. of Pages

To,

The Hon' ble Pro-Vice Chancellor
Gondwana University,
Gadchiroli.

Subject: Application for the promotion as University and College Assistant Director of Physical Education and Sport / University and College Director of Physical Education and Sport. Level 11/12/13A

Reference: i) The Gazette of India: Extraordinary, Part III Section 4 dated 18th July, 2018
ii) UGC letter No. F.No.23-4/2017 (PS), dated 31st January, 2018
iii) Government of Maharashtra Misc. – 2018.CR 56/18/ UNII date 8th March, 2019
iv) Government of Maharashtra Misc-2018/C.R.56/18/UNI-1 dated 10th May, 2019.
v) The Maharashtra Public University Act, 2016
Employee HTE Sevarth No. :

Sir,

I forward herewith my application for the promotion as -----, Academic Level ----- to Academic Level ----- under the Career Advancement Scheme (CAS), along with the required documents/enclosures.

At present I am working as ----- in the Department of -----
-----in Academic Level----- in
College ----- affiliated college to Gondwana University
Gadchiroli since-----

As per the Assessment Criteria, I am eligible for promotion under the CAS for the Academic Level

My due date of promotion is -----

Your kind honour is requested to consider my promotion under CAS and oblige.

Thanking you.

Yours sincerely,

Signature of the applicant :

Name of the Applicant :

Forwarded through :

Date: _____

(Signature of Principal & Seal)

Encl.: List of Supporting Documents

- 1) Self Appraisal reports.
- 2) Orientation/ Refresher /Short term Course/MOOCs/SWYAM certificate
- 3) Previous CAS fixation report

Gondwana University Gadchiroli

CAS OPTION FORM

(UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION, 2018, No. F.1-2/2017(EC/PS) dated 18 July 2018)
(Govt. of Maharashtra Resolution No. Misc-2018/C.R.56/18/UNI-1, dated 8 March 2019)

1	Name	
2	College Name	
3	Date of 1 st Placement	
4	Date of 2 nd Placement	
5	Placement in Academic Level	
6	Option of CAS as per New Regulation (YES/NO)	
7	Option of CAS as per Existing Regulation (YES/NO)	
8	<p>As per the Clause 6.3 of the UGC regulation 2018 which reads as: The criteria for promotion under Career Advancement Scheme laid down under these Rules shall be effective from the date of notification of these Regulations. However, to avoid hardship to those faculty members who have already qualified or likely to qualify shortly under the existing Regulations, a choice may be given to them, for being considered for promotions under the existing Regulations. This Option can be exercised within three years from the date of notification of these Regulations.</p>	
9	<p>The Clause 7.3 as per Govt. of Maharashtra Gr. 08-03-2019 which reads as: The criteria for promotion under Career Advancement Scheme laid down under these Rules shall be effective from the date of notification of these Rules. However, to avoid hardship to those faculty members who have already qualified or likely to qualify shortly under the existing Rules, a choice may be given to them, for being considered for promotions under the existing Rules. This Option can be exercised within three years from the date of notification of these Rules.</p>	

Declaration

As per the UGC regulation No. F.1-2/2017(EC/PS) dated 18 July 2018 and Govt. of Maharashtra Resolution No. Misc-2018/C.R.56/18/UNI-1, is dated 8 March 2019 and the clause 6.3 & 7.3. I exercise the *Options of the 2010 regulation for the CAS of Academic level*

Teachers Signature

The Candidate has exercised the Option as per the UGC and Govt. of Maharashtra Regulation.

(.....)

Principal

GONDWANA UNIVERSITY GADCHIROLI

ASSESSMENT CRITERIA & METHODOLOGY PROFORMA

(Directors of Physical Education and Sports)

(As per 7.0 VII B. of Govt. of Maharashtra GR. MISC2018/C.R/56/18/UNI-1. 08-03-2019)

Assessment Year.....

Sr. No.	Title	
1	Name	
2	Mothers name	
3	Date of Birth	
4	Designation	
5	College name	
6	HTE Sevarth No	
7	Date of Joining	
8	Date of Ph.D.	
9	Date of M.Phil.	
10	Date of NET/SET	
11	Date of Award of Academic Level 11	
12	Date of Award of Academic Level 12	
13	Date of Award of Academic Level 13A	
14	Date of Award of Academic Level 14	
15	Date of Orientation course	
16	Date of Refresher course	
17	Date of Short Term course	
18	Online Courses	
19	E-contents	
20	Assessment Period	
21	Due date of Promotion	
22	Stage of Promotion	
23	Pay Band	
24	Current Academic Level	

Sr. No.	Activity					Self-Claimed Grade	Verified Grade
1	Attendance calculated in terms of percentage of days attended to the total number of days he/she is expected to attend.						
2	Organizing intra college competition					Self-Claimed Grade	Verified Grade
	Intra college competition		Year				
			From	to			
3	Institution participating in external competitions					Self-Claimed Grade	Verified Grade
	Name of Activity	Level	Venue	Year			
				From	to		
4	Up-gradation of sports and physical training infrastructure with scientific and Technological inputs.						
	Type of Upgradation	Sports	Physical training Infrastructure	Scientific Inputs	Technological Inputs	Self-Claimed Grade	Verified Grade
	Development and maintenance of play fields and sports and Physical Education facilities.						
	Play fields developed	Name of Play fields	Annual Maintenance of play fields (Attach Audit copy of maintenance	Sports facilities developed	Maintenance of Sports facilities. fields (Attach Audit copy	Self-Claimed Grade	Verified Grade
5	i)At least one student of the institution participating in national/state/university(for college levels only) teams. Organizing state/national/inter university/inter college level competition.						
	Total Students participated in College level team	Total Students participated in University level team	Total Students participated in State level team	Total Students participated in National level team	Organizing competition		Self-Claimed Grade
					Level	Year	
	ii) Being invited for coaching at state/national level.						
	Coaching for	Venue	Total days of Coaching	Level of Coaching	Number of students/ Batch's coached		Self-Claimed Grade
	iii) Organizing at least three workshops in a year.						
	Title of workshop	Level of workshop	Total days of workshop	Number of participants	Outcomes of workshops		Self-Claimed Grade
iv) Publications of at least one research paper in UGC approved journal.							
Name of Journal	ISSN No.	Title of article	UGC approved or not	Level of Journal	Self-Claimed Grade	Verified Grade	
Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.							
Assistance in Admission	Assistance in Governanc e	Assistance in Examination	Extracurricu lar activities	Assistance in Administratio n	Self-Claimed Grade	Verified Grade	
Overall Grading	Good: Good in Item 1 and satisfactory/good in any two other items.						
	Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items.						
Note:	Not Satisfactory: If neither good nor satisfactory in overall grading.						
	1) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.						
	2) The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee.						
	3) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.						

Signature of Candidate
Principal

Signature of

II. ACADEMIC/RESEARCH ACTIVITY SCORE

ACADEMIC/RESEARCH ACTIVITY							
Sr. No.							
1	Research Papers in Peer-reviewed or UGC Listed Journals						
	Name of Journal	ISSN No.	Whether Joint or Single	Title of Paper		Marks	
						Self-Claimed Marks	Verified Marks
2	Publications Other than research papers						
	a) Books authored which are published by National/International Publishers						
	Title of Book	Level of Publisher	ISBN No.	Name of Publisher		Marks	
						Self-Claimed Marks	Verified Marks
	Chapter in Edited Book published by National/International Publishers(5 points per chapter)						
	Title edited of Book	Level of Publisher	ISBN No.	Name of Publisher	Title of Chapter	Marks	
						Self-Claimed Marks	Verified Marks
	b) Translation works in Indian and Foreign Languages by qualified faculties						
	Chapters/Book(3 points per chapter/research paper and 8 points per book)						
	Title of Book /Chapter/ research paper	Level of Publisher	ISBN No./ ISSN No.	Name of Publisher		Marks	
					Self-Claimed Marks	Verified Marks	
3	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula						
	a) Development of Innovative pedagogy(5 points per innovative pedagogy)						
	b) Design of new curricula (02 Points per curricula/course)						
	Title	Name of University		Year		Marks	
						Self-Claimed Marks	Verified Marks
	c) MOOC'S(20 per curricula/course)						
	Title of MOOC's	Web link	Duration	Total quadrants developed.		Marks	
	d) E-contents						
Title of Book or chapter	Web link	Whether editor of Course or Book	Total quadrants developed.	Content Module	Marks		
					Self-Claimed Marks	Verified Marks	

ACADEMIC/RESEARCH ACTIVITY						
Sr. No.						
4	a) Research Guidance					
	(i) Ph.D./					
	Name Candidate	Title	Awarding University	Year	Marks	
					Self-Claimed Marks	Verified Marks
	ii) M.Phil.					
	Name Candidate	Title	Awarding University	Year	Marks	
					Self-Claimed Marks	Verified Marks
	iii) PG Dissertation					
	Name Candidate	Title	Awarding University	Year	Marks	
					Self-Claimed Marks	Verified Marks
	b) Research Projects Completed					
	Title of Project	Funding Agency	Amount sanctioned	Duration		Marks
			From	to	Self-Claimed Marks	
					Verified Marks	
c) Research Projects Ongoing						
Title of Project	Funding Agency	Amount sanctioned	Duration		Marks	
			From	to	Self-Claimed Marks	
					Verified Marks	
d) Consultancy						
Name of Agency	Type of Consultancy	Amount INR	Duration		Marks	
			From	to	Self-Claimed Marks	
					Verified Marks	
5	a) Patents					
	Title	National or International		Patent No.	Marks	
					Self-Claimed Marks	Verified Marks
	b) Policy Documents					
	Type of Policy Document	Agency	National or International	Year		Marks
					Self-Claimed Marks	
					Verified Marks	
c) Awards/fellowship						
Award or fellowship	Granting Agency	National or International	Year		Marks	
					Self-Claimed Marks	
					Verified Marks	
6	Invited Lectures/resource Persons/Papers presentation in Seminars/Conferences/Full Paper in Conference Proceedings					
	Title of Paper or Lecture	Seminar or Conference	Whether Resource person	National / International/ State/ University	Year	Marks
					Self-Claimed Marks	
					Verified Marks	

Total Academic/ Research score:

Signature of the Candidate

Signature of Principal

UNDERTAKING

I undertakes that the information provided is correct as per records submitted by me to College and documents enclosed along with the duly filled **ANNUAL SELF-APPRAISAL REPORT** proforma.

Place:
Date:

Signature of the Candidate

Place:
Date:

Signature Head of the Department

Place:
Date:

signature of Principal

Report of IQAC Committee about Assessment and Academic/ Research score

Activity	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Overall Grade/ Total Academic/Research score a
Grade							
Academic/Research score							

Member

Member

Member

Chairman/ Secretary

Principal

प्रपत्र अ

कॅम्प अंतर्गत स्थाननिश्चितीबाबत (शारीरीक शिक्षण निर्देशक)

महाविद्यालयाचे नांव :

अ. क्र.	प्राध्यापकाचे नांव पदनाम व विषय	शैक्षणिक अर्हता दिनांकास नमुद करावी	नियुक्ती आदेश व रजु दिनांक	विद्यापीठाचे मान्यता आदेश (तदर्थ/ नियमित तपशिलासह व त्यानुसार नियमित झालेला दिनांक	सेवाखंड असल्यास एकुन कालावधी दिवस	सेवाखंड क्षमापित केला असल्यास त्याबाबत विद्यापीठाचे /शासनाचे आदेश	यापुर्वी मिळालेल्या स्थाननिश्चिती चा तपसिल दिनांकासह	सेवाकालावधीत केलेल्या उदबोधन/उजाळा/ अल्पकालावधीचा पूर्ण केल्याचा दिनांक कालावधीसह नमुद करावा	API मार्कस संपूर्ण परीक्षण कालावधी (वर्षनिहाय)			प्रकरण न्यायप्रविष्ट असल्यास याचिका क्रमांक/ न्यायालयाचे आदेश नमुद करावे.	अपेक्षित स्थाननिश्चिती दिनांक	प्राचार्याचे स्पष्ट अभिप्राय स्थाननिश्चिती करीता शिफारस होय/ नाही नसल्यास कारणासह शेरा नमुद करावा.
									वर्ष	(I)	(II)			

प्राध्यापकांची स्वाक्षरी

प्राचार्यांची स्वाक्षरी

प्रपत्र ब

कॅस अंतर्गत स्थाननिश्चितीबाबत (शारीरीक शिक्षण निर्देशक)

महाविद्यालयाचे नांव :

अ. क्र.	प्राध्यापकाचे नांव	पदनाम व विषय	शैक्षणिक अर्हता	दिनांकास नमुद करावी	नियुक्ती आदेश व रुजु दिनांक	विद्यापीठाचे मान्यता आदेश (तदर्थ/नियमित तपशिलासह व त्यानुसार नियमित झालेला दिनांक	सेवाखंड असल्यास एकुन कालावधी दिवस	सेवाखंड क्षमापित केला असल्यास त्याबाबत विद्यापीठाचे / शासनाचे आदेश	यापुर्वी मिळालेल्या स्थाननिश्चितीचा तपसिल दिनांकासह	सेवाकालावधीत केलेल्या उदबोधन/ उजाळा/ अल्पकालावधीचा पुर्ण केल्याचा दिनांक कालावधीसह नमुद करावा	API मार्कस संपुर्ण परीक्षण कालावधी (वर्षनिहाय)			अपेक्षित स्थाननिश्चिती दिनांक	प्राचार्याचे स्पष्ट अभिप्राय स्थाननिश्चितीकरीता शिफारस होय/ नाही नसल्यास कारणासह शेरा नमुद करावा.	
											वर्ष (I)	(II)	एकुण (III)			

अध्यक्ष स्थानिक महा.व्यवस्थापन समिती

विषयतज्ञ

विषयतज्ञ

कुलगुरु नामनिर्देशित प्रतिनिधी

शासन प्रतिनिधी

प्राचार्य

शेरा शासकिय प्रतिनिधी : मंजूर/नामंजूर.....

GONDWANA UNIVERSITY GADCHIROLI

FORM-A

Statement about the information of the Director of Physical Education for the placement under CAS Academic Level ... to

Name of the Teacher: College:

Educational Qualifications: Assessment Period for Placement:

Assessment Year	Grade Obtained	Research Score	Date of Appointment	Date of Ph.D. Award	Date of Placement in Academic level 11	Date of Placement in Academic level 12	Date of Placement in Academic level 13A	Date of Placement in Academic level 14	Is Candidate on active role as per UGC clause 6.3 V of regulation 2018	Date of candidate application for CAS as per UGC clause 6.3.1 & 7.3.1 Gov. Mah.	Whether CAS Option exercised as per UGC 6.3 & 7.3 Gov. Mah	Certificate by the College
1	2	3	4	5	6	7	8	9	10	11	12	13
Total												
Average of Years												
Orientation/ Refresher /Short term course			Syllabus Upgradation Workshop	Teaching Learning & Evaluation	Faculty Development Programme	Teaching Learning & Evaluation	Technology Programmes	E-contents Developed in 4 Quadrants	Recommendations by Committee & Govt. Nominee Recommended/Not Recommended Academic Level To w.e.f. Designation:.....			
Title	From	To										
Refresher Course												
Refresher Course												

• This form should be send to University for CAS Committee.

Principal

GONDWANA UNIVERSITY GADCHIROLI

FORM-B

Profarma for recommendation of the Director of Physical Education for Placement under CAS

(Govt. of Maharashtra, vide G.R. No. Misc-2018/C.R.56/18/UNI-1, dated 08/03/2019)

Academic Level ... to

Date: / /

Name of the Teacher: College:

Assessment Period for Placement:

HTE Sevarth NO.....

Assessment Year	Grade Obtained	Research Score	Date of Appointment	Date of Ph.D. Award	Date of Placement in Academic level 11	Date of Placement in Academic level 12	Date of Placement in Academic level 13A	Date of Placement in Academic level 14	Is Candidate on active role as per UGC clause 6.3 V of regulation 2018	Date of candidate application for CAS as per UGC clause 6.3.1 & 7.3.1 Gov. Mah.	Whether CAS Option exercised as per UGC 6.3 & 7.3 Gov. Mah	Certificate by the College				
1	2	3	4	5	6	7	8	9	10	11	12	13				
Total																
Average of Years																
Orientation/ Refresher /Short term course			Syllabus Upgradation Workshop		Teaching Learning & Evaluation		Faculty Development Programme		Teaching Learning & Evaluation		Technology Programmes					
E-contents Developed in 4 Quadrants			Recommendations by Committee & Govt. Nominee													
Title			From		To		Recommended/Not Recommended Academic Level To									
Refresher Course			w.e.f.													
Refresher Course			Designation:.....													

• This form should be send to University and Joint Director Higher Education after the completion of the processes.

Principal President /Secretary Subject expert Subject expert Subject expert HOD Govt. nominee Chairman of Committee society

Name of College:

MINUTES OF SELECTION COMMITTEE FOR CAS PROMOTION Director Physical Education IN THE GRADE

AL - 11/12/13A, Grade in the Pay Scale of of Dr of college

The meeting of the Selection Committee duly constituted for CAS promotion of Shri/Ku/ Smt./Dr In the AL- in the Pay Scale of was held on dated at

The following members were present :

- 1. Chairperson of Selection Committee
- 2. Government Nominee.
- 3. Hon'ble Vice-Chancellor Nominee
- 4. Hon'ble Vice-Chancellor Nominated Subject Expert
- 5. Subject Experts 1
- 7. Subject Experts 2
- 8. Principal / Head of Department

The Principal of the college place the following document for the consideration of selection of Shri/Ku/Smt./Dr..... (AL ---) with .in the pay scale of with reference as under -

- 1. Direction No. 3 of 2020 of Gondwana University, Gadchiroli.
 - 2. University Grand Commission Notification 18 July 2018
 - 3. Higher and Technical Education Department G.R. No- 2018/C.R.-56/18/UNI-1 -Dated 8 th March 2019 And 10 th May 2019.
- The committee resolves as under -

- 1) It is Verified by the Committee that the Candidate has Completed more than three/ five year of Service in A.L. -.....
- 2) Awarded Ph. D. Degree in Subject..... fromUniversity Vide Notification No. Dated..... (For CAS to Level -13 only)
- 3) The Academic and Research Score verified as
- 4) The Teacher has been awarded performance assessment overall Grade **Good/ Satisfactory** during the last three years of Assessment period as per Appendix II -5 for Director Physical Education.
- 5) The candidate has completed in the Assessment period course/Programme. -Refresher course or Research Methodology/ Workshop / Seminar / course / Teaching -Learning Evaluation Technology Pgm / FDP of two week / Two short term courses of dated..... from university/ Institute and from university/ Institute. /Taken / Developed one MOOC course./

After considering the performance of the concerned teacher and all the relevant documents, the candidate scored the satisfactory research score. The committee recommends the placement of Dr. for CAS Promotion as in the Pay Matrix of with effect from

- 1. Chairperson of Selection Committee
- 2. Government Nominee.
- 3. Hon'ble Vice-Chancellor Nominee
- 4. Hon'ble Vice-Chancellor Nominated Subject Expert
- 5. Subject Experts
- 7. Subject Experts
- 8. Principal / Head of the Deptt.

**CAREER ADVANCEMENT SCHEME (CAS) FOR Grade AL 11/12/ 13A as a University Deputy
Director/ College Director of Physical Education and sports ASSESSMENT DETAILS**

Name of the Director.....

College :

Date of Joining:.....

CAS Promotion Due date.....

Assessment Period (Due Period) :

summary of assessment criterion and Methodology for Director Phy Edu. as per Appendix II
Table 5

	criteria	Assessment Years				Overall Grade
		1	2	3		
1	Regularity in attending College	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactor y
2	Organizing intercollegiate compt	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactor y
3	Participating in External Competitions	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactor y
4	Upgradation of sorts infrastructure/ Development of playfields and sports	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactor y
5	Participation of student/invited for coaching state/national level/ Organization of atleast three /Publication of Research papers	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactor y
		Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactor y
		Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactor y
		Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactor y
	Annual Average Grade	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactory	Good/ Satisfactor y

Good/
Satisfactor
y

Signatures of the Member of the Selection Committee.

1. Chairperson of Selection Committee _____
2. Government Nominee. _____
3. Hon'ble Vice-Chancellor Nominee _____
4. Hon'ble Vice-Chancellor Nominated Subject Expert _____
5. Subject Expert 1 _____
7. Subject Expert 2 _____
8. Principal / Head of the Deptt. _____

Interview Assessment

CAREER ADVANCEMENT SCHEME (CAS) FOR Grade AL 13 A for Director Physical Education and Sports

ASSESSMENT SHEET

Name of the Teacher

College Name

A) 30 Marks : Contribution to Research

B) 50 Marks : Assessment of Domain Knowledge & Teaching Practices

C) 20 Marks : Interview Performance

Assessment Indicator	(A)Contribution to Research 30 Marks			(B) Assessment of Domain Knowledge & Teaching Practices 50 Marks					(C)Interview Performance 20 Marks			Total	Grand Total	Average
	Research Contribution	Skill Development	Total	Subject Knowledge	Communication	Presentation	Use of ICT Teaching	Total	Innovation Teaching	Confidence and Overall Presentation	Total			
Max Marks.	<u>15</u>	<u>15</u>	<u>30</u>	<u>14</u>	<u>12</u>	<u>12</u>	<u>12</u>	<u>50</u>	<u>10</u>	<u>10</u>	<u>20</u>	<u>100</u>	<u>700</u>	<u>100</u>
VC Nominee														
VC Expert														
Expert -1														
Expert -2														
Principal														
Govt Nominee														
Chairman														

(Name & Signature)

Subject Experts

1]

2]

V.C. Nominee

1] Nominee

2) subject Expert

Govt. Nominee

Principal

Chairperson of Selection Committee

GONDWANA UNIVERSITY GADCHIROLI

FIXATION CERTIFICATE UNDER CAREER ADVANCEMENT SCHEME (CAS)

To be used in the case of those who elect to come to the UGC recommended scales of pay as approved by the Government of under the Government resolution, Govt. of Maharashtra, vide G.R. No. Misc-2018/C.R.56/18/UNI-1, dated 08/03/2019.

Fixation is approved/certified by the university as per the Clause 7.2 & 7.3.VI. of above GR.

1	Name of Affiliating University	Gondwana University, Gadchiroli		
2	Name of College			
3	Name of Teacher			
4	Subject			
5	Substantive/Officiating			
6	HTE Sevarth No.			
7	Qualifications			
	Name of Degree	Year of Passing	% of Marks	Division
8	Date of First Appointment in the college with pay Scale			
9	Date of Regular Appointment/ Permanent Appointment			
10	Total period of service in this college or in college coming under the Managements in old pay scale or any other services.			

DETAILS OF PAY FIXATION

1	Designation of the post in which pay is to be fixed	
2	Existing Scale	
3	Date of increment	
4	Academic Level	

APPENDIX-II

1	Basic Pay in New Academic Level	
2	Designation	
3	Academic Level	
4	Date of Next Increment	
5	Basic Pay after increment on date	

Registrar

GONDWANA UNIVERSITY GADCHIROLI

FORM-A

Statement about the information of the Director of Physical Education for the placement under CAS Academic Level ... to

Name of the Teacher: College:

Educational Qualifications: Assessment Period for Placement:

Assessment Year	Grade Obtained	Research Score	Date of Appointment	Date of Ph.D. Award	Date of Placement in Academic level 11	Date of Placement in Academic level 12	Date of Placement in Academic level 13A	Date of Placement in Academic level 14	Is Candidate on active role as per UGC clause 6.3 V of regulation 2018	Date of candidate application for CAS as per UGC clause 6.3.1 & 7.3.1 Gov. Mah.	Whether CAS Option exercised as per UGC 6.3 & 7.3 Gov. Mah	Certificate by the College
1	2	3	4	5	6	7	8	9	10	11	12	13
Total												
Average of Years												
Orientation/ Refresher /Short term course			Syllabus Upgradation Workshop	Teaching Learning & Evaluation	Faculty Development Programme	Teaching Learning & Evaluation	Technology Programmes	E-contents Developed in 4 Quadrants	Recommendations by Committee & Govt. Nominee			
Title	From	To							Recommended/Not Recommended Academic Level To w.e.f. Designation:.....			
Refresher Course												
Refresher Course												

• This form should be send to University for CAS Committee.

Principal

GONDWANA UNIVERSITY GADCHIROLI

FORM-B

Performa for recommendation of the Director of Physical Education for Placement under CAS

(Govt. of Maharashtra, vide G.R. No. Misc-2018/C.R.56/18/UNI-1, dated 08/03/2019)

Academic Level ... to

Date: / /

Name of the Teacher: College:

Assessment Period for Placement: **HTE Sevarth NO.....**

Assessment Year	Grade Obtained	Research Score	Date of Appointment	Date of Ph.D. Award	Date of Placement in Academic level 11	Date of Placement in Academic level 12	Date of Placement in Academic level 13A	Date of Placement in Academic level 14	Is Candidate on active role as per UGC clause 6.3 V of regulation 2018	Date of candidate application for CAS as per UGC clause 6.3.1 & 7.3.1 Gov. Mah.	Whether CAS Option exercised as per UGC 6.3 & 7.3 Gov. Mah	Certificate by the College
1	2	3	4	5	6	7	8	9	10	11	12	13
Total												
Average of Years												
Orientation/ Refresher /Short term course			Syllabus Upgradation Workshop	Teaching Learning & Evaluation	Faculty Development Programme	Teaching Learning & Evaluation	Technology Programmes	E-contents Developed in 4 Quadrants	Recommendations by Committee & Govt. Nominee			
Title	From	To							Recommended/Not Recommended Academic Level To w.e.f. Designation:.....			
Refresher Course												
Refresher Course												

• This form should be send to University and Joint Director Higher Education after the completion of the processes.

Principal President /Secretary Subject expert Subject expert Subject expert HOD Govt. nominee Chairman of Committee society