

Guidelines and eligibility criteria for Direct Recruitment / Career Advancement Scheme (CAS)



Document Version	1.1
Number of Pages	21
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Document Approved in	Board of Management Dt. 09.09.2024
Release Date	10.09.2024
Previous Version	1.0
Previous Version release date	20.05.2022

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1. Creation and Filling-up of Teaching Posts

Teaching posts in universities, as far as feasible, may be created in a pyramidal order, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professor, per department. All the sanctioned/approved posts in the university system shall be filled up on an urgent basis.

2. Designations, Mode of Appointments and probation

2.1 There shall be only three designations in respect of teachers in universities as far as cadre structure is concerned, namely Assistant Professor, Associate Professor and Professor as given below in Table 1.

Table 1: Cadre Structure, Mode of Appointment and the entry level & consecutive stages of promotions.

S.No	Designations of Teaching Faculty	Level	Mode of Appointment	Stages
1	Assistant Professor	10	Direct Recruitment	Entry Level, Stage-I
2	Assistant Professor (Senior Scale)	11	Promotion through CAS	Stage-II
3	Assistant Professor (Selection Grade)	12	Promotion through CAS	Stage-III
4	Associate Professor	13	Promotion through CAS /Direct Recruitment	Stage-IV
5	Professor	14	Promotion through CAS /Direct Recruitment	Stage-V
6	Senior Professor	15	Promotion through CAS	Stage-VI
7	Dean / Director	14	Promotion through CAS /Direct Recruitment	

2.2 There shall be no change in the present designations in respect of Library, Physical Education and Training & Placement Personnel at various levels. Following mode of appointment shall henceforth be used. Cadre Structure, Mode of Appointment and the entry level & consecutive stages of promotions are also shown in Table 1:

2.3 A notification will be issued twice in a calendar year (July – August and Jan – Feb) inviting applications for promotion through CAS.

2.4 A teacher already serving in the University successfully completed the probation period and who wishes to be considered for promotion may submit in writing in the prescribed proforma as evolved duly supported by all credentials to the Dean of the School through proper channel within 15 days of the issue of notification in 2.3 above.

2.5 The Vice Chancellor will constitute a selection committee as applicable to these appointments / promotions of the Assistant Professor to Associate Professor and Associate Professor to Professor or Professor to Senior Professor is enumerated [here](#).

2.6 The faculty member described in 2.4 above, can be promoted to the next stage, even though there is no vacancy at that stage as per the cadre ratio, but provided that the selection committee finds the candidate suitable for promotion to the next stage. This promotion is termed as Personal Promotion.

2.7 After filling up of posts as per the cadre ratio through promotion by CAS, if there are any vacancies left, the same can be advertised for direct recruitment.

3. Minimum Qualification and Norms for Direct Recruitments/ Promotion through CAS

3.1 Minimum Qualifications for Recruitment:

Minimum qualification, experience, research contributions, feedback and requisite training requirements for various programs for direct recruitment and promotions for the faculty members are as follows.

Table 2: Minimum qualifications

(i) Engineering / Technology	B.E. / B. Tech. / B. S. and M. E. / M. Tech. / M. S. or Integrated M. Tech. in relevant branch with first class or equivalent in any one of the degrees.
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(ii) Management	Bachelor's Degree in any discipline and Master's Degree in Business Administration / PGDM / C. A. / ICWA/ M. Com. with First Class or equivalent and two years of professional experience after acquiring the Master's degree.
(iii) Pharmacy	First Class B.Pharm with Master's degree in Pharmacy (M.Pharm) in appropriate branch of specialization in Pharmacy (Qualification must be PCI recognized). A PCI recognized Pharm.D degree holder shall also be eligible for the posts of Lecturer/Assistant Professor in the subjects of pathophysiology, pharmacology and practice.
(iv) MCA	B. E. / B. Tech. / B. S. and M.E. / M. Tech. / M. S. or Integrated M. Tech. in relevant branch with First Class or equivalent in any one of the degrees. OR B. E., B. Tech. and MCA with First Class or equivalent in any one of the two degrees. OR Graduation of three years' duration with Mathematics as a compulsory subject and MCA with First Class or equivalent with 2 years of relevant experience after acquiring degree of MCA.
(v) Science and Humanities	A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment. The qualifications for recruitment and promotions for faculty in the disciplines of Basic Sciences, Social Science and Humanities shall be as per the UGC Notification No. F.1-2/2017(EC/PS) Dated 18th July, 2018 [1].
(vi) Agriculture	Master's degree in relevant discipline with at least 55% marks or equivalent grade point. Evidence of having qualified National Eligibility Test (NET) conducted by ICAR-ASRB, UGC-CSIR. OR Doctoral degree in relevant subject including relevant basic sciences with 2 published research papers in scientific journals with NAAS rating of more than 5.0.
(vii) Medical Sciences	All Medical Teachers must possess a Postgraduate degree or equivalent qualification included in any one of the Schedules to the Indian Medical Council Act, 1956 (102 of 1956) and National Medical Commission Act, 2019. They must also be registered in a State Medical Register or National Medical Register, except in the case of teachers with non-medical qualifications. Qualifications as prescribed in Teachers Eligibility Qualifications in Medical Institutions Regulations, 2022 as per the Gazette Notification F. No. NMC/MCI-23(I)/2021-MED. Published by NMC.
(viii) Nursing	Essential Qualification: M.Sc. (Nursing) Experience: M.Sc. (Nursing) with total 3 years teaching experience Ph.D. (Nursing) desirable.
(ix) Library Science	A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point – scale, wherever the grading system is followed).
(x) Physical Education and Sports	A Master's Degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).

3.2 Norms for Direct Recruitments/ Promotion through CAS for the faculty of Engineering

3.2.1 Assistant Professor (Senior Scale)

- a. Qualifications prescribed for the post of Assistant Professor as per 3.1.

AND

- b. training requirements as per Appendix - III.

AND

- c. any one of the below mentioned set of requirements.

S.No	Experience (Years) in the cadre of Assistant Professor	To have acquired in the cadre of Assistant Professor	
		Research publications in SCI journals /UGC / AICTE approved list of journals	Avg. appraisal score (on a scale of 10)
1	4	2	8 to 10
2	5	1	8 to 10
3	5	2	5 to < 8

3.2.2 Assistant Professor (Selection Grade)

- a. Qualifications as prescribed for the post of Assistant Professor (Senior Scale) as per 3.1.

AND

- b. training requirements as per Appendix - III.

AND

- c. any one of the below mentioned set of requirements.

S.No	Total Experience (Years)	Experience (Years) in the cadre of Assistant Professor (Senior Scale)	To have acquired in the cadre of Assistant Professor (Senior Scale)	
			Research publications in SCI journals /UGC /AICTE approved list of journals	Avg. appraisal score (on a scale of 10)
1	8	4	1	8 to 10
2	8	4	2	5 to < 8

3.2.3 Associate Professor

i. Direct Recruitment

- a. Ph.D. degree in the relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch as per 3.1.

AND

- b. At least total 6 research publications in SCI journals / UGC / AICTE approved list of journals.

AND

- c. Minimum of 8 years of experience equivalent to that of Assistant Professor in a University or College or Research Institute or Industry out of which at least 2 years shall be Post Ph.D. experience.

ii. Promotion through CAS

- a. Ph. D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch as per 3.1.

AND

- b. training requirements as per Appendix – III.

AND

- c. any one of the below mentioned set of requirements.

S.No	Total Experience (Years)	Experience (Years) in the cadre of Assistant Professor (Selection Grade)	To have acquired in the cadre of Assistant Professor (Selection Grade)	
			Research publications in SCI journals /UGC / AICTE approved list of journals	Avg. appraisal score (on a scale of 10)
1	10	3	2	5 to < 8
2	10	3	1	8 to 10

3.2.4 Professor

i. Direct Recruitment

- a. Ph. D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch as per 3.1.

AND

- b. Minimum of 10 years of experience in teaching / research / industry out of which at least 3 years shall be at a post equivalent to that of an Associate Professor.

AND

- c. At least 6 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals and at least 2 successful Ph.D. guided as Supervisor / Co-supervisor till the date of eligibility of promotion.

OR

- d. At least 10 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals till the date of eligibility of promotion

ii. Promotion through CAS

- a. Ph. D. degree in relevant field and First Class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

- b. any one of the below mentioned set of requirements

S.No	Ph. D. guided	Total Experience (Years)	To have acquired in the cadre of Associate Professor		
			Experience (Years) in the cadre of Associate Professor	Research publications in SCI journals /UGC / AICTE approved list of journals	Avg. appraisal score (on a scale of 10)
1	1	15	3	6	8 to 10
2	2	15	3	6	5 to < 8
3	-	16	3	4	8 to 10

Annual Appraisal Score: The appraisal score obtained every year (in the current role), till the date of eligibility of next stage, shall be taken as an average of all the preceding years added together required for promotions.

3.2.5 Senior Professor

i. Promotion through CAS:

- a. Ph. D. degree in the relevant field

AND

- b. Minimum ten years of experience in the cadre of Professor

AND

- c. At least 8 research publications in SCI journals / UGC / AICTE approved list of journals, should have at least 2 successful Ph. D. guided as Supervisor / Co-Supervisor as a Professor.

OR

- c. At least 8 research publications in SCI journals / UGC / AICTE approved list of journals, should have provided academic leadership as institution head at least for 3 years at the level of Professor.

OR

- c. At least 8 research publications in SCI journals / UGC / AICTE approved list of journals, should have provided educational leadership at state / national level at least for 3 years at the level of Professor.

AND

- d. At least one patent awarded

OR

- d. Development of one MOOC course applicable at national platform

Note:

1. The selection of Senior Professor shall also be based on academic achievements, favorable review of academic, research and administrative work from three eminent subject experts not below the post of Senior Professor or a Professor of at least ten years of experience.
2. The selection shall be based on ten best publications and award of Ph. D. degrees to at least two candidates under his / her supervision during the last 10 years and interaction with the Selection Committee constituted as per this regulation.

3.2.6 Qualifications for Direct Recruitment of Dean / Director

- a. Ph. D. degree and First Class or equivalent at either Bachelor’s or Master’s level in the relevant branch
- b. At least two successful Ph.D. guided as supervisor / Co-Supervisor and minimum 8 research publications in SCI journals / UGC / AICTE approved list of journals.
- c. Minimum 15 years of experience in teaching / research/ industry, out of which at least 3 years shall be at the post equivalent to that of Professor.

3.3 Norms for Direct Recruitments/ Promotion through CAS for the Faculty of Commerce, Management, Humanities, Social Sciences, Sciences, Languages

Table 3: Qualifications for Assistant Professor - Eligibility (A or B):

<p>A.</p> <ol style="list-style-type: none"> i. A Master’s degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university. ii. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET: Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities subject to the fulfillment of the following conditions :- a) The Ph.D. degree of the candidate has been awarded in a regular mode; b) The Ph.D. thesis has been evaluated by at least two external examiners; c) An open Ph.D. viva voce of the candidate has been conducted; d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency. The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned. Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET. 	<p>B.</p> <p>The Ph.D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following:</p> <ol style="list-style-type: none"> (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai). <p>Note: The Academic score as specified in <u>Appendix II (Table 3A)</u> for Universities, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.</p>
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3.3.1 Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11)

i. Eligibility for Promotion through CAS:

- a. An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M.Phil. / PG Degree in Professional Courses, such as LLM, M.Tech, M.V.Sc.and M.D., or six years of service in case of those without a Ph.D./M.Phil./ PG Degree in a Professional course and satisfies the following conditions:
- b. Attended one Orientation course of 21 days duration on teaching methodology;
- c. 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
- d. Published one research publication in the peer-reviewed journals or UGC-listed journals during assessment period.

ii. CAS Promotion criteria:

- a. 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;
- b. The promotion is recommended by the screening-cum evaluation committee.

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

i. Eligibility for Promotion through CAS:

- a. Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale.
- b. A Ph.D. Degree in the subject relevant/allied/relevant discipline.
- c. 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 towards conduct of a MOOCs course during the period of assessment.
- d. Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.

ii. CAS Promotion criteria:

- a. 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;
- b. The promotion is recommended by the Screening-cum-evaluation committee.

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

i. Direct Recruitment:

- a. A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.
- b. A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- c. A minimum of eight years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

ii. Eligibility for Promotion through CAS:

- a. Assistant Professor who has completed three years of service in Academic Level 12/ Selection grade.
- b. A Ph.D Degree in the subject concerned/allied/relevant discipline.
- c. 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.

- d. 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.
- e. Evidence of having guided at least one Ph.D. candidate.

iii. CAS Promotion criteria:

- a. 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.
- b. The promotion is recommended by a selection committee constituted in accordance with these Regulations.

3.3.4 Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

- i. **Direct Recruitment:** Qualifications for Professor are given in the table 4.

Table 4: Qualifications for Professor - Eligibility (A or B):

A.	B.
<ul style="list-style-type: none"> (i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in <u>Appendix II, Table 2</u>. (ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate. 	<p>An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.</p>

ii. Eligibility for Promotion through CAS:

- a. An Associate Professor who has completed three years of service in Academic Level 13 A.
- b. A Ph.D degree in the subject concerned/allied/relevant discipline.
- c. 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.
- d. Evidence of having successfully guided doctoral candidate.
- e. A minimum of 110 Research Score as per Appendix II, Table 2.

iii. CAS Promotion criteria:

- a. A minimum of 110 Research Score as per Appendix II, Table 2.
- b. 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.
- c. The promotion is recommended by a selection committee constituted in accordance with these Regulations.

3.3.5 Professor (Academic Level 14) to Senior Professor (Academic Level 15)

Senior Professor in Universities Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment.

i. Eligibility:

- a. An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC listed journals, significant research contribution to the discipline, and engaged in research supervision.
- b. A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.
- c. 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.
- d. The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years of experience.
- e. The selection shall be based on ten best publications in the Peer-reviewed or UGC -listed journals and award of Ph.D degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations.

ii. Eligibility for Promotion through CAS:

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 Regulations.

- a. A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.
- b. 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.

Table 9: Minimum API requirement for the promotion of teachers under CAS in university departments

S. No		Assistant Professor (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Professor (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Professor (Stage 3/ AGP Rs.8000/) to Associate Professor (Stage 4/AGP Rs.9000/-)	Associate Professor (Stage 4/ AGP Rs.9000/-) to (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

3.4 Norms for Direct Recruitments/ Promotion through CAS for the posts of university Assistant librarian, deputy librarian and librarian

- a. 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 6.4 (B) and 6.4 (C), of the [UGC Regulations](#) for Universities, respectively.
- b. 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.

3.4.1 University Assistant Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11):

i. Direct Recruitment:

- a. A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point –scale, wherever the grading system is followed)
- b. A consistently good academic record, with knowledge of computerization of a library.
- c. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be: Provided that the, candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institution awarding the degree, and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions.
- d. NET/SLET/SET shall also not be required for candidates in such Master's Programmes for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

ii. Eligibility for Promotion through CAS:

An Assistant Librarian 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.

- a. He/she has attended at least one Orientation course of 21 days' duration; and
- b. Training, Seminar or Workshop on automation and digitalization, maintenance and related activities, of at least 5 days, as per [Appendix II, Table 4](#).

iii. CAS Promotion criteria:

- a. 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
- b. The promotion is recommended by a screening-cum-evaluation committee.

3.4.2 University Assistant Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/Academic level 12)

i. Eligibility for Promotion through CAS:

- a. He/she has completed five years of service in that grade.
- b. 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.

ii. CAS Promotion criteria:

- a. 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;
- b. The promotion is recommended by a screening-cum-evaluation committee.

3.4.3 University Assistant Librarian (Selection Grade/Academic level 12) to University Deputy Librarian (Academic Level 13A)

i. Direct Recruitment:

- a. A Master's Degree in library science/information science/documentation science, with at least 55% marks or an equivalent grade in a point –scale, wherever grading system is followed.
- b. Eight years of experience as an Assistant University Librarian/College Librarian.

- c. Evidence of innovative library services including integration of ICT in library.
- d. A Ph.D. Degree in library science/ Information science / Documentation Science/Archives and manuscript keeping/computerization of library.
- ii. **Eligibility for Promotion through CAS:**
 - a. He/she has completed three years of service in that grade.
 - b. 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.
- iii. **CAS Promotion criteria:**
 - a. 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
 - b. The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.

3.4.4 University Deputy Librarian (Academic Level 13A) to University Librarian (Academic Level 14)

- i. **Direct Recruitment**
 - a. A Master's Degree in Library Science/Information Science/Documentation Science with at least 55% marks or an equivalent grade in a point -scale wherever the grading system is followed.
 - b. At least ten years as a Librarian at any level in University Library or ten years of teaching as Assistant/Associate Professor in Library Science or ten years of experience as a College Librarian.
 - c. Evidence of innovative library services, including the integration of ICT in a library.
 - d. A Ph.D. Degree in library science/information science/documentation /archives and manuscript-keeping.
- ii. **Eligibility for Promotion through CAS:**
 - a. He/she has completed three years of service in that grade.
 - b. 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.
 - c. Evidence of innovative library services, including the integration of ICT in a library.
 - d. A Ph.D. Degree in library science/information science/documentation /archives and manuscript-keeping.
- iii. **CAS Promotion criteria:**
 - a. 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
 - b. The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance. E. Career Advancement Scheme (CAS) for Directors of Physical Education and Sports.

Table 5: Minimum API requirement for the promotion of Library staff under CAS in Universities

S. No		Assistant Librarian (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Librarian (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Librarian (Selection Grade/Deputy Librarian) (Stage 3/ AGP Rs.8000/-) to Deputy Librarian (Stage 4/AGP Rs.9000/-)	Deputy Librarian (Stage 4/AGP Rs. 9000/-) to Deputy Librarian (Stage 5 AGP Rs10,000/-)
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

Note:

1. The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academics) of the University concerned.
2. NET/SLET/SET shall also not be required for candidates in such Master's Programmes for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

3.5 Norms for Direct Recruitments/ Promotion through CAS for the posts of Assistant Directors, Deputy Director and Director of Physical Education and Sports

3.5.1 Assistant Director of Physical Education and Sports (Academic Level 10) to Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11)

i. Direct Recruitment - Eligibility (A or B):

A.

- a. A Master's Degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed)
- b. Record of having represented the university / college at the inter-university /inter-collegiate competitions or the State and/ or national championships.
- c. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET), conducted by the UGC or CSIR, or a similar test accredited by the UGC, like SLET/SET, or who are or have been awarded a Ph.D. Degree in Physical Education or Physical Education and Sports or Sports Science, in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time, as the case may be.
- d. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- e. Passed the physical fitness test conducted in accordance with these Regulations.

OR

- B. An Asian game or commonwealth games medal winner who has a degree at least at postgraduation level.

ii. Eligibility for Promotion through CAS:

- a. 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.
- b. He/she has attended one Orientation course of 21 days' duration; and
- c. He/she has done any one of the following:
 - i. Completed Refresher / Research Methodology Course/ workshop,

- ii. Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration and
 - iii. Taken/developed one MOOCs course (with e-certification).
 - d. Passed the physical fitness test conducted in accordance with these Regulations.
- iii. CAS Promotion criteria:**
- a. 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
 - b. The promotion is recommended by a screening-cum-evaluation committee.
 - c. Passed the physical fitness test conducted in accordance with these Regulations.

3.5.2 Assistant 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)

i. Eligibility for Promotion through CAS:

- a. He/she has completed five years of service in that grade.
- b. 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).
- c. Passed the physical fitness test conducted in accordance with these Regulations.

ii. CAS Promotion criteria:

- a. 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;
- b. The promotion is recommended by a screening-cum-evaluation committee.
- c. Passed the physical fitness test conducted in accordance with these Regulations.

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

i. Direct Recruitment - Eligibility (A or B):

A.

- a. A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the university concerned.
- b. Eight years of experience as University Assistant DPES/College DPES.
- c. Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.
- d. Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.
- e. Passed the physical fitness test in accordance with these Regulations.

OR

- B. An Olympic games/ world cup/ world Championship medal winner who has a degree at least at the Post-Graduation Level.

ii. Eligibility for Promotion through CAS:

- a. He/she has completed three years of service.
- b. He/she has done any one of the following during last three years:

- i. Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop,
 - ii. Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
 - iii. Taken / developed one MOOCs course in relevant subject (with e-certification).
- c. Passed the physical fitness test conducted in accordance with these Regulations.
- iii. CAS Promotion criteria:**
- a. 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;
 - b. The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.
 - c. Passed the physical fitness test conducted in accordance with these Regulations.

3.5.4 University Deputy Director Physical Education and Sports (Academic Level 13A) to University Director Physical Education and Sports (Academic Level 14)

i. Direct Recruitment:

- a. A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.
- b. Experience of at least ten years in Physical Education and Sports as University Assistant/Deputy DPES or ten years as College DPES or teaching for ten years in Physical Education and Sports or Sports Science as Assistant/Associate Professor.
- c. Evidence of organising competitions and coaching camps of at least two weeks' duration.
- d. Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.

ii. Eligibility for Promotion through CAS:

- a. He/she has completed three years of service.
- b. He/she has done any one of the following during last three years:
 - i. Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop,
 - ii. Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
 - iii. Taken / developed one MOOCs course in relevant subject (with e-certification).
- c. Evidence of organising competitions and coaching camps of at least two weeks' duration.
- d. Evidence of having produced good performance of teams/athletes for competitions like state/national/interuniversity/combined university, etc.
- e. A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the university concerned.

iii. CAS Promotion criteria:

- a. 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;
- b. The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.

Table 6: Minimum API requirement for the promotion of University Director/Deputy Director/Assistant Director, Physical Education and Sports:

S. No		Assistant Professor (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Professor (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Professor (Stage 3/ AGP Rs.8000/) to Associate Professor (Stage 4/AGP Rs.9000/-)	Associate Professor (Stage 4/ AGP Rs.9000/-) to (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

3.5.5 Physical Fitness Test Norms (refer to pg. 69 of [UGC regulations](#) on min. qualifications)

- Subject to the provisions of these Regulations, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.
- On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the norms.

3.6 Norms for Direct Recruitments/ Promotion through CAS for the faculty of Pharmacy

[Refer](#) to the [PCI guidelines](#) for recruitments/promotions.

3.7 Norms for Direct Recruitments/ Promotion through CAS for the faculty of Agricultural Sciences

[Refer](#) to the [UGC guidelines](#) for recruitments/promotions.

3.8 Norms for Direct Recruitments/ Promotion through CAS for the faculty of Medicine

Refer to Qualifications as prescribed in [Teachers Eligibility Qualifications in Medical Institutions Regulations, 2022](#) as per the Gazette Notification F. No. NMC/MCI-23(I)/2021-MED., published by NMC.

3.9 Norms for Direct Recruitments/ Promotion through CAS for the faculty of Nursing

Refer to [Qualifications](#) as prescribed by Indian Nursing Council.

4. Counting of Past Service for Direct Recruitment and Promotion

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific / professional organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT or state PSUs or Industry etc., should be counted for direct recruitment as an Assistant Professor / Associate Professor / Professor provided that:

- The qualifications for the post held are not lower than the qualifications prescribed by the UGC/AICTE for Assistant Professor, Associate Professor and Professor as the case may be.
- The post is / was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor / Associate Professor / Reader and Professor.
- The candidate for direct recruitment has applied through proper channel.
- The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC/AICTE for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University / State Government / Central Government / concerned institutions, for such appointments.

- 4.6 The previous appointment was not as guest faculty for any duration or ad-hoc or in a leave vacancy of less than one year duration. Ad-hoc or temporary service of more than one year duration can be counted provided that:
- The period of service was of more than one year.
 - The incumbent was appointed on the recommendation of the duly constituted Selection Committee.
 - The incumbent was selected for the permanent post in continuation to the ad-hoc or temporary service;
 - An artificial break in service shall not be used to the prejudice of employee, appointed on permanent basis. The person appointed on a permanent basis shall be given the benefit of the entire service rendered by him with effect from the date of initial appointment (temporary / contract / ad-hoc) notwithstanding the artificial break / breaks in service.
 - The incumbent was drawing total gross emoluments not less than the monthly gross salary at the initial stage of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be; and
 - At the time of selection, the negotiated terms and conditions clearly mention the period of experience, nature of experience and same has been consented by the employer.
- 4.7 No distinction should be made with reference to the nature of the management (Private /Local Body/ Government) of the institution where previous services were rendered while counting past services under this clause.

5. Age of Superannuation

The age of superannuation of all faculty members and Deans / Directors of institutions shall be 65 years. An extension of 5 years (till the attainment of 70 years of age) may be given to those faculty members who are physically fit, have written technical books, published papers and had average appraisal score of more than 8 out of 10 indicating them being active during last 3 preceding years of service.

6. Guidelines for appointment of Professor of Practice

As part of the NEP-2020, the UGC has taken a new initiative to bring the industry and other professional expertise into the academic institutions through a new category of positions called “Professor of Practice”. This will help to take real world practices and experiences into the class rooms and also augment the faculty resources in higher education institutions. In turn, the industry and society will benefit from trained graduates equipped with the relevant skills.

6.1 Eligibility:

Those who have proven expertise in their specific profession or role with at least 15 years of service/experience, preferably at a senior level, will be eligible for Professor of Practice. A formal academic qualification is not considered essential for this position if they have exemplary professional practice in lieu. These experts will also be exempted from the requirement of publications and other eligibility criteria stipulated for the recruitment of faculty members at the Professor level. However, they should possess the skills to carry out the duties and responsibilities specified in the following section.

The number of Professors of Practice in a HEI, at any point in time, should not exceed 10% of the sanctioned posts in a HEI.

6.2 General Conditions:

- The engagement of Professor of Practice will be for a fixed term.
- The engagement of Professor of Practice will be exclusive of the sanctioned posts of a university. It will not affect the number of sanctioned posts and the recruitment of regular faculty members.
- Professor of Practice is not open for those in teaching profession- serving or retired.

6.3 Procedure for selecting Professor of Practice:

- The Vice-Chancellor may invite nominations from eminent experts for Professor of Practice positions.
- The experts willing to serve may also be nominated or they can send their nomination to the Vice-Chancellor with a detailed biodata and a brief write-up about their potential contribution to the HEI.
- Such nominations will be considered by a selection committee consisting of two senior Professors from the HEI and one eminent external member. Based on the recommendations of this committee, the Academic Council and the Executive Council or statutory bodies of the HEI will decide on the engagement.

Refer to the guidelines for appointment of Professor of Practice.

7. Guidelines for appointment of Adjunct Faculty

The key objective of appointing adjunct faculty is to develop a useful and viable collaboration between institutions and industry and enhancing quality of education and skills by involvement of academicians, scholars, practitioners, policymakers and skilled professionals in teaching, training, research and related services on regular basis.

7.1 Eligibility:

Professionals, experts, officials and managers having experience of working in:

- a. Teaching and research organizations supported by bodies like ICAR, ICSSR, CSIR, ICMR, DRDO, Central and State Universities, etc.
- b. Central and state public sector undertakings (PSUs), business corporations, NGOs and professional associations.
- c. Civil servants (IAS / IPS / officials from Central and Provincial Services) and professionals & officials from professional councils and statutory bodies like UGC and AICTE, both serving and retired;
- d. Skill training providers recognized by National Skills Development Corporation and / or Sector Skill Councils in their respective area for skills education and training;
- e. NRIs and PIOs working with overseas academic, research and business organizations or having a demonstrated interest in Indian issues.
- f. Skilled professionals working in organized and unorganized sectors known for their hands-on skilling techniques and expertise.

7.2 Selection Criteria:

Adjunct Faculty will be appointed by the competent authority based on the recommendation of a committee comprising of following:

- a. Head of the Institution or his/her nominee (Chair)
- b. Head of the concerned Department. Dean (Academic / Research)
- c. One External Expert (Nominated by head of the institution) OR
- d. Representative of Sector Skill Council / Industry Associations (for skill-based courses)
- e. Registrar / or equivalent person (Convener).

The strength of Adjunct faculty may not exceed 25% the sanctioned strength of faculty at any time.

Refer to the guidelines for appointment of Adjunct Faculty.

8. Additional Requirements

Research Publications In order to ensure quality of publications for promotions, a minimum standard would be ensured through the following:

For the purpose of promotions, candidates must have published research papers in SCI journals OR UGC approved Journals OR AICTE approved list of journals OR jointly approved by AICTE with respective councils / institute such as Council of Architecture / Pharmacy Council of India / Institute of Town Planners, India.

9. Annual Appraisal

The annual appraisal shall be determined based on the basis of following parameters:

- 9.1 Teaching - Process (Maximum Points 20): The calculation shall be presented in a table as presented in this Annexure-IV. The table will have the details of courses taught in the academic year in consideration, like Semester, course Code / Name, No. of scheduled classes, actually held classes.
- 9.2 Students' Feedback (Maximum Points 20): The candidate shall submit average score for each course taught during academic year under consideration on a scale of 20. The average of total of all such score shall be used.
- 9.3 Research and Development (Maximum Points 20): The section summarizes the Research Publications of the candidate which will earn up to a maximum of twenty points. Articles published in renowned peer-reviewed journals or conferences, book chapters, patents granted/published, research grants received from various agencies and ICT courseware development.

- 9.4 Departmental Activities (Maximum Points 10): This section summarizes all the responsibilities assigned by Head of the Department to a teacher during academic year under consideration through a proper office order. This may include responsibilities like Lab I/C, Time Table I/C, NBA, NAAC, NIRF, AICTE/UGC work, sponsored projects, departmental newsletter etc.
- 9.5 Institute Activity (Maximum Points 10): This section summary all the responsibilities assigned by Head of the institute to the candidate during academic year under consideration through a proper office order. This may include responsibilities like Head of Department, Coordinator, Warden, Training and Placement officer, Estate Officer etc.
- 9.6 Contribution to Society (Maximum Points 10): The candidate involved in different initiatives by UGC/AICTE.
- 9.7 ACR (Maximum points 10): ACR maintained at institute level shall have 10 points based on grading.

Appendix - I

- i. **Constitution of selection committees and guidelines on selection procedure shall be as per the Statutes and Ordinances of the Anurag University.**
- ii. **Screening-cum-Evaluation Committee:** The committee for CAS promotion of Assistant Professors/equivalent cadres in teaching/Librarians/Physical Education and Sports from one level to the other higher level shall consist of:
- A. For University teachers:**
- The Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee;
 - The Dean of the Faculty concerned;
 - The Head of the Department /Chairperson of the School; and
 - One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts.
- B. For University Assistant Librarian, Librarian:**
- The Vice-Chancellor shall be the Chairperson of the Committee;
 - The Dean of the Faculty concerned;
 - The Librarian, University Library; and
 - One expert who is a working Librarian nominated by the Vice-Chancellor from the University panel of experts.
- C. For University Assistant Director, Physical Education and Sports:**
- The Vice-Chancellor shall be the Chairperson of the Committee;
 - The Dean of the Faculty concerned;
 - The University Director, Physical Education and Sports; and
 - One expert in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.

Appendix-II

[Click here](#) to view the appendix-II from the Gazette notification.

Appendix-III

Training Requirements for Promotions of Teachers from all the Disciplines:

For Assistant Professor (Senior Scale): Completion of following training requirements at the level of Assistant Professor.

Two weeks of Faculty Development Programme (FDP) in the relevant area out of which at least one of the FDP shall be in advanced pedagogy recognised by AICTE / UGC / TEQIP / NITTTR / PMMMNMTT / IISc / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / ITPI / NRCs / ARPIT research organization / other institute of National Importance / Design Studio.

OR

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE

OR

Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

AND

Completed minimum two weeks of relevant Industrial Training / Professional Training.

For Assistant Professor (Selection Grade): Completion of following training requirements at the level of Assistant Professor (Senior Scale)

Two weeks of Faculty Development Programme (FDP) in the relevant area recognised by AICTE / UGC / TEQIP / NITTTR / PMMMNMTT / IISc / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / ITPI / NRCs / ARPIT / research organization / other institute of National Importance / Design Studio.

OR

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE

OR

Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

AND

Completed minimum two weeks of relevant Industrial Training / Professional Training

For Associate Professor: Completion of following training requirements at the level of Assistant Professor (Selection Grade)

Two weeks of Faculty Development Programme (FDP) in the relevant area recognised by AICTE / UGC / TEQIP / NITTTR / PMMMNMTT / IISc / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / ITPI / NRCs / ARPIT / research organization / other institute of National Importance / Design Studio.

OR

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE

OR

Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

AND

Completed minimum two weeks of relevant Industrial Training / Professional Training.

References

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