

पत्रांक-05/वि० 1-87/2016...../ 2083

झारखण्ड सरकार

उच्च एवं तकनीकी शिक्षा विभाग,
(उच्च शिक्षा निदेशालय)

योजना भवन, त्रिय तला, नेपाल हाउस, डोरण्डा, राँची-834002

प्रेषक,

सूरज कुमार,
निदेशक, उच्च शिक्षा।

सेवा में,

कुलसचिव,
रॉची विश्वविद्यालय, रॉची,
विनोबा भावे विश्वविद्यालय, हजारीबाग,
कोल्हान विश्वविद्यालय, चाईबासा,
नीलाम्बर पीताम्बर विश्वविद्यालय, मोदिनीनगर, पलामू,
सिदो कान्हु मुर्मू विश्वविद्यालय, दुमका,
डॉ० श्यामा प्रसाद मुखर्जी विश्वविद्यालय, रॉची,
बिनोद बिहारी महतो कोयलांचल विश्वविद्यालय, धनबाद,
झारखण्ड रक्षा शक्ति विश्वविद्यालय, रॉची,
जमशेदपुर महिला विश्वविद्यालय, जमशेदपुर।

रॉची, दिनांक 15/12/2022

विषय :- राज्य के विश्वविद्यालयों एवं अंगीभूत महाविद्यालयों (घाटानुदानित अल्पसंख्यक महाविद्यालयों सहित) शिक्षकों की प्रोन्नति हेतु Statutes for the Promotion of Teachers from one Academic Level/Grade Pay to another Academic Level/Grade pay under the Career Advancement Scheme, 2010 (As per "University Grants Commission Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education Regulations, 2010") के संसूचन के संबंध में।

महाशय/महाशया,

उपर्युक्त विषयक राज्य के विश्वविद्यालयों एवं अंगीभूत महाविद्यालयों (घाटानुदानित अल्पसंख्यक महाविद्यालयों सहित) शिक्षकों की प्रोन्नति हेतु Statutes for the Promotion of Teachers from one Academic Level/Grade Pay to another Academic Level/Grade pay under the Career Advancement Scheme, 2010 (As per "University Grants Commission Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education Regulations, 2010") (छायाप्रति संलग्न) पर माननीय राज्यपाल-सह-कुलाधिपति महोदय ने अनुमोदन प्रदान करने की कृपा की है, जो राज्यपाल सचिवालय के पत्रांक-वैधा-21/2022-3426/रा०स० दिनांक-13.12.2022 द्वारा संसूचित है, को आवश्यक कार्यार्थ संलग्न किया जा रहा है।

विश्वासभाजन

✓

(सूरज कुमार)
निदेशक, उच्च शिक्षा।

अनुलग्नक-यथोक्त

Statute for the Promotion of Teachers from one Academic Level/ Grade Pay to another Academic Level/ Grade Pay under the Career Advancement Scheme, 2010 (As per “University Grants Commission, Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education Regulations, 2010”).

CHAPTER-1

1. Short title, application, and commencement

- 1.1 This Statute shall be called “Statute for the Promotion of Teachers from one Academic Level/ Grade Pay to another Academic Level/ Grade Pay under the Career Advancement Scheme, 2010 (As per “University Grants Commission, Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education Regulations, 2010”).
 - 1.2 This Statute shall apply to the promotion of Teachers of Universities and Colleges of Jharkhand. The College shall mean and include Constituent Colleges, Affiliated Colleges including Religious and Linguistic Minority Colleges recognized by the University Grant Commission, in consultation with the University concerned under Clause-(f) of Section-2 of the University Grants Commission Act, 1956.
 - 1.3 This Statute shall be effective for promotion of Teachers w.e.f. 01/01/2009 (in supersession of the Statute of Promotion as assented to by the Chancellor on 13/06/2008 and communicated by the Principal Secretary to Governor vide letter no. विविध 01/2008/1050/ रा० स० dated 14th June, 2008 for Promotion of Teachers of University/ Colleges from 27/07/1998) till the date of notification of “Statutes 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-2021; in pursuance to UGC Regulations, 2018 i.e. 06.08.2021. However, the actual financial benefit shall be given from the date of notification of this Statute.
2. **The Promotion of Teachers of University and College of Jharkhand under the Career Advancement Scheme, 2010 shall be subject to the provisions as contained in:-**
 - 2.1 Jharkhand State Universities Act, 2000 (Adopted and as amended up to date).
 - 2.2 Government of Jharkhand’s resolution No. 5/विवि-06/2009/1188, dated 20th November 2010, regarding 6th Pay.

- 2.3 University Grants Commission (Minimum Qualification for Appointment of Teachers and other Academic Staff in University and Colleges and other measures for the Maintenance of Standards in Higher Education) Regulations, 2010 dated 30.06.2010.
- 2.4 Other relevant guidelines and notifications already issued by UGC till the date of notification of this Statute.

CHAPTER-2

3. Qualifications:

- 3.1 No person shall be promoted to a higher stage of teaching post of Universities including Constituent Colleges, Affiliated Colleges including religious and Linguistic Minority Colleges in a subject concerned if he/she does not fulfill the requirements for the promotions as laid down in this Statute.
- 3.2 The date of promotion of the teacher will be the date of his/her minimum period of eligibility, if he/she is found suitable for the promotion by Screening/ Selection Committee.
- 3.3 The requirement of Orientation course and Refresher course for promotions under this Statute will be as per UGC guidelines, i.e., Teachers have to attend the orientation course first followed by refresher course after a minimum gap of one year. The gap in two successive refresher courses will also be one year.
- 3.4 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.
- 3.5 For the promotion under CAS, the applicant teacher must be on the roll and in active service of the University/ College on the date from which his promotion is to be considered.
- 3.6 The University shall send a general circular once a year inviting applications for the CAS promotions from the eligible candidates.
- 3.7 The Jharkhand Public Service Commission (JPSC), Ranchi shall send its concurrence or recommendation, whichever is applicable, as soon as possible preferably within six months from the date of receipt of the list of eligible candidates from the University concerned for promotion of teachers.
- 3.8 The candidate who does not succeed in the first assessment, he/she has to be reassessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be the date he/she eventually succeeded in the assessment.

4. Calculation of API:

- 4.1 Tables I and III of Appendix III of the Statute are applicable to the selection of Professor/Associate Professor/Assistant Professor in Universities and Colleges. The ratio or percentage of minimum requirement of category-wise API score shall be as given in these tables of Appendix III.
- (i) Besides the indexed publications documented by various discipline-specific databases, the University concerned shall draw through committees(s) of subject experts and ISBN/ISSN experts: (a) a comprehensive list of National/Regional level journals of quality in the concerned subject(s); and (b) a comprehensive list of Indian language journals// periodicals /official publication volumes of language bodies and upload them on the University website which are to be updated periodically.
 - (ii) In respect of Indian language publications, equivalence in quality shall be prescribed for universities located in a state by a co-ordination Committee of experts to be constituted by the Chancellor of concerned State University.
 - (iii) At the time of assessing the quality of publications of the candidates during their promotions, the Selection Committees shall have to be provided with the above two lists which could be considered by the Selection Committees along with the other discipline -specific databases.
 - (iv) 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. The IQAC shall act as the documentation and record-keeping Cell for the institution including assistance in the development of the API criteria based PBAS proforma using the indicative template separately developed by UGC. The IQAC may also introduce wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of a student assessment of individual teachers in PBAS.
- 4.2 The minimum norms of Selection Committees and Selection Procedures as well as API score requirements for different Cadres, for promotion under Career Advancement Scheme Statutes, shall be in accordance with Table-II of Appendix III of this Statute “University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of

Standards in Higher Education) Regulations, 2010”, provided for CAS promotions of teachers in University and College respectively.

- 4.3 To facilitate the implementation of this Statute from 01.01.2009 in the CAS Promotion, the calculation of API from Category I, Category II and Category III of Appendix III Table-I of “University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2010” shall be made for the entire assessment period irrespective of the due date of promotion.
- 4.4 Teachers who are due for promotion will be informed by the IQAC Committee to submit in writing to the University/ College, the required documents for consideration of promotion within prescribed time limit (3 months) in advance of the due date, when he/she fulfills all qualifications under CAS and submits to the University/College, the Performance Based Appraisal System (PBAS) proforma as evolved by the University concerned duly supported by all credentials as per the API guidelines set out in this Statute. In order to avoid delays in holding Selection Committee meetings in various positions under CAS, the University/College should immediately initiate the process of screening/selection, and shall complete the process within six months from the date of receipt of applications. Further, in order to avoid any inconvenience, candidates who fulfill all other criteria mentioned in this Statute, as on 1st January, 2009 and till the date of implementation of UGC Statute 2018, can be considered for promotion from the date, on or after 1 January, 2009 on which they fulfill these eligibility conditions, provided as mentioned above.

Candidates who do not fulfill the minimum score requirement under the API scoring system proposed in this Statute as per Tables II of Appendix III or of those who obtain less than 50% in the expert assessment of the selection process will have to be reassessed only after a minimum period of one year. The date of promotion shall be from the date on which he/she is reassessed & found eligible for promotion.

- 4.5 The composition of Screening Committee/ Selection Committee for CAS promotion of Teachers from one AGP to the other higher AGP shall be according to Jharkhand State Universities Act, 2000 (Adopted and as amended up to date).
- 4.6 The academician (Subject Expert) of the Selection Committee shall be nominated by the Chancellor out of the panel prepared by the University and approved by the Department of Higher Education, Government of Jharkhand.

- 4.7 The Screening Committee/ Selection Committee on verification /evaluation of API score secured by the candidate through the 'PBAS' methodology designed by the University based on this Statute and as per the minimum requirement specified in Tables II and III for each of the cadre of Assistant Professor of the University shall recommend to the Jharkhand Public Service Commission (JPSC). After the recommendation of the JPSC the respective Syndicate will consider the promotion of the candidate(s) under CAS.

CHAPTER-3

5. Stages of promotion under career advancement scheme of incumbent and newly appointed Assistant Professor/ Associate Professors/ Professors

- 5.1 Entry level Assistant Professor (Stage 1) would be eligible for promotion under the Career Advancement Scheme (CAS) through two successive stages (Stage 2 and Stage 3), provided they are assessed to fulfill the eligibility and performance criteria as laid down in this Statute.
- 5.2 An entry level Assistant Professor possessing Ph.D. Degree in the relevant discipline at the time of joining or those who obtain Ph.D degree within 04 years of their service as Assistant Professor shall be eligible for moving to the next higher grade (Stage 2) after completion of four years of service as Assistant Professor. If a candidate obtains Ph.D. degree after completion of 04 years of service but before 06 years of service, then he will be eligible for moving to the next higher grade (Stage 2) from the date of award of Ph.D.
- 5.3 An entry level Assistant Professor possessing M.Phil. Degree in the relevant discipline at the time of joining or those who obtain M.Phil. Degree within 05 years of their service as Assistant Professor shall be eligible for the next higher grade (Stage 2) after completion of 5 years of service as Assistant Professor. If a candidate obtains M.Phil. Degree after completion of 05 years of service but before 06 years of service, then he will be eligible for moving to the next higher grade (Stage 2) from the date of award of M.Phil.
- 5.4 An entry level Assistant Professor who does not have Ph.D. or M.Phil. Degree shall be eligible for the next higher grade (Stage 2) only after completion of 06 years service as Assistant Professor.
- 5.5 The upward movement from the entry level grade (stage 1) to the next higher level grade (Stage 2) for all Assistant Professors shall be subject to their satisfying the API based PBAS conditions laid down by the UGC in this Statute.

- 5.6 Assistant Professor who has completed 5 years of service in the second grade (Stage 2) shall be eligible, subject to meeting the API based PBAS requirements laid down by this Statute, to move to the next higher grade (Stage-3).
- 5.7 Assistant Professor completing three years of teaching in third grade (Stage 3) shall be eligible subject to the qualifying conditions and the API based PBAS requirements prescribed by this Statute, to move to the next higher grade (Stage 4) and to be promoted and designated as Associate Professor subject to (a) satisfying the required credit points as per API based PBAS methodology provided in table I-III of Appendix III stipulated in this Statute, and (b) an assessment by a duly constituted Selection Committee as defined in Jharkhand State Universities Act, 2000 (Adopted and as amended up to date).
- 5.8 Associate Professor completing three years of service in stage 4 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be promoted and designated as Professor and be placed in the next higher grade (Stage 5), subject to (a) satisfying the required credit points as per API based PBAS methodology provided in table I-III of Appendix III stipulated in this Statute, and (b) an assessment by a duly constituted Selection Committee as defined in Jharkhand State Universities Act, 2000 (Adopted and as amended up to date).
- 5.9 Ten Percent of the positions of Professors in a University, with a minimum of ten years of teaching and research experience as Professor either in the pre-revised scale of Professor's pay or the revised pay scale will be eligible for promotion to the higher grade of 'Senior Professorship' (Stage 6), on satisfying the required API score as per Table I and II through the PBAS methodology stipulated in this statute through a duly constituted Selection Committee and such teachers promoted to the higher grade shall be designated as 'Senior Professor'. As this AGP elevation for professor is applicable to only University Departments, additional credentials are to be evidenced by:
- (a) Post-Doctoral research outputs of high standard;
 - (b) Awards honours and recognitions,
 - (c) Additional research degree like D.Sc., D.Litt, LID etc: Patents and IPR on products and processes developed/Technology transfer achieved in the case of teachers in science and technology.
 - (d) The selection is to be conducted by the University by receiving duly filled PBAS proforma from eligible Professors based on seniority, three times in number of available vacancies in each faculty in case of number of candidates available is less than three times the number

of vacancies, the zone of consideration will be limited to the actual number of candidates available. The assessment process shall be through an Selection-Committee evaluation of all credentials submitted as stipulated in Table-II of Appendix-III for teachers in University departments. No separate interview needs to be conducted for this category.

- 5.10 For the purpose of calculating API Score all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Study Leave, Medical Leave, Extra-ordinary Leave, Lien and Deputation shall be excluded from the grading assessment when it is taken without the prior approval of the competent authority. The Teacher shall be assessed for the remaining period of the duration of the assessment period and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher.

Moreover, the teacher on such Leave or Lien/Deputation as mentioned above shall not be put to any disadvantage for the promotion under CAS due to his/her absence from his/her teaching responsibility subject to the condition that such Leave/Lien/Deputation was taken with the prior approval of the competent authority. Furthermore in case of Inter-University/Intra-University transfer/Lien/Deputation, the proposal for promotion of such type of teachers shall be verified/authenticated by the Registrar of the University concerned.

6. The Processes for Promotion:

- 6.1 Teachers interested for promotion under CAS, shall be required to present their research works and publications in the prescribed application, issued by the University concerned, to the Registrar of the University through the Head of the Department concerned latest by 31st December each year or a date fixed by the Vice Chancellor.
- 6.2 The Registrar of the University, shall place a list of eligible candidates giving all the required information about each of them along with all the relevant papers including service and performance appraisal records before Screening Committee consisting of the Vice Chancellor, Dean of Faculty concerned and Head of the Department concerned.
- 6.3 The Screening Committee shall screen the eligibility of the applicants/ candidates and prepare a list of eligible candidates.
- 6.4 The Registrar shall, with the approval of Vice Chancellor, forward the list of eligible candidates to Jharkhand Public Service Commission with their applications and all other relevant documents including performance appraisal records.

- 6.5 The placement in the stage II/stage III/Associate Professor/Professor/stage 6 Professor shall not be automatic, but shall be made on the recommendation of Jharkhand Public Service Commission on consideration of experience and performance appraisal report.
- 6.6 That Jharkhand Public Service Commission shall make recommendation on the basis or the advice of Selection Committee.
- 6.7 The Selection Committee for Career Advancement shall be the same as for Direct Recruitment for each category as per provision of Jharkhand State Universities Act, 2000 (Adopted and as amended up to date).
- 6.8 The Eminent experts of the Selection Committee shall be nominated by the Chancellor out of the panel prepared by Directorate, Higher Education.
- 6.9 There will be personal interview for promotion to the post of Associate Professor and Professor at Jharkhand Public Service Commission for judging suitability for promotion. Percentage of distribution of weightage points for personal interview is shown in the API Score and Performance Based Appraisal System (PBAS) tables for promotion to the post of Associate Professor and Professor.
- 6.10 The recommendation of the Jharkhand Public Service Commission shall be placed before Syndicate for orders. In case of affiliated colleges including religious and linguistic minority colleges, the recommendations of Jharkhand Public Service Commission shall be placed before Governing Body for orders. It shall be sent to the University for approval of syndicate after that.
- 6.11 The process of promotion for the candidates not found suitable, can be conducted again only after a minimum period of one year from the date on which the candidate was not found suitable for promotion by the Screening Committee or the Jharkhand Public Service Commission and the promotion shall be effective w.e.f. date of recommendation by Jharkhand Public Service Commission.
- 6.12 It is also provided that when a teacher is promoted under Career Advancement Scheme, the post held by him/her shall be deemed to be upgraded with effect from the date of his/her promotion and shall remain upgraded till the incumbent continues to hold the post but the same shall be converted to the basic grade post (Assistant Professor or Associate Professor/Reader as the case may be) in the event of the incumbent's appointment to higher post or when the post falls vacant due to the retirement, resignation, death, transfer of the teacher or otherwise.

APPENDIX – III TABLE – I

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

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES.

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

Universities will be required to detail the activities and in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

Sl. No.	Nature of Activity	Maximum Score
1.	Lectures, seminars, tutorials, practical, contact hours undertaken taken as percentage of lectures allocated	50
2.	Lectures or other teaching duties in excess of the UGC norms	10
3.	Preparation and Imparting of knowledge / instruction as per curriculum; syllabus enrichment by providing additional resources to students	20
4.	Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc.	20
5.	Examination duties (Invigilation; question paper setting, evaluation/assessment of answer scripts) as per allotment.	25
	Total Score	125
	Minimum API Score Required	75

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

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

Brief Explanation: Based on the teacher's self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. The minimum API required by teachers for eligibility for promotion is 15.

A list of items and proposed scores is given below. It will be noticed that all teachers can earn scores from a number of items, whereas some activities will be carried out only by one or a few teachers. The list of activities is broad enough for the minimum API score required (15) in this category to accrue to all teachers. As before, the self-assessment score should be based on objectively verifiable criteria and will be finalized by the Screening/Selection Committee.

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

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

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Brief Explanation: Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API score required by teachers from this category is different for different levels of promotion and between University and Colleges. The self-assessment score will be based on verifiable criteria and will be finalized by the Screening/Selection Committee.

Sl. No.	APIs	Engineering/Agriculture / Veterinary Science/Science Medical Science	Faculties of Languages Arts/Humanities/Social Sciences/Library/ Physical Education/ Management	Max. points for University and college teacher Position
IIIA	Research Papers published in:	Refereed Journals *	Refereed Journals*	15 / publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN Numbers.	Non-refereed but recognized and reputable journals and periodicals,having ISBN/ISSN Numbers.	10 / Publication
		Conference proceedings as full papers, etc. (Abstracts not to be included)	Conference proceedings as full papers, etc. (Abstracts not to be included)	10/ publication

III (B)	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer review system	Text or Reference Books Published by International Publishers with an established peer review system	50 /sole author; 10 /chapter in an edited book
		Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	Subject Books by / national level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	25 /sole author, and 5/ chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	Subject Books by Other local publishers with ISBN/ISSN numbers.	15 / sole author, and 3 / chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers	Chapters contributed to edited knowledge based volumes published by International Publishers	10 /Chapter
		Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of National and International directories	Chapters in knowledge based volumes in Indian/National level publishers with ISBN /ISSN numbers and with numbers of National and International directories	5 / Chapter
III (C)	RESEARCH PROJECTS			
III. (C) (i)	Sponsored Projects carried out/ ongoing	(a) Major Projects amount mobilized with grants above 30.0 lakhs	Major Projects amount mobilized with grants above 5.0 lakhs	20 /each Project
		(b) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	Major Projects Amount mobilized with minimum of Rs.3.00 lakhs up to Rs. 5.00 lakhs	15 /each Project
		(c) Minor Projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5 lakh)	Minor Projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3 lakh)	10/each Project
III (C) (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.10.00 lakh	Amount mobilized with minimum of Rs. 2.0 lakhs	10 per every Rs.10.0 lakhs and Rs.2.0 lakhs, Respectively

III (C) (iii)	Completed projects : Quality Evaluation	Completed project Report (Acceptance from funding agency)	Completed project report (Accepted by funding agency)	20/each major project and 10 / each minor project
III (C) (iv)	Projects Outcome / Outputs	Patent/Technology transfer/ Product/Process	Major Policy document of Govt. Bodies at Central and State level	30 / each national level output or patent /50/each for International level,
III (D)	RESEARCH GUIDANCE			
III (D) (i)	M.Phil.	Degree awarded only	Degree awarded only	3 /each candidate
III (D) (ii)	Ph.D.	Degree awarded	Degree awarded	10 /each candidate
		Thesis submitted	Thesis submitted	7 /each candidate
III (E)	TRAINING COURSES AND CONFERENCE /SEMINAR/WORKSHOP PAPERS			
III (E) (i)	Refresher courses, Methodology workshops, Training, Teaching-Learning- Maximum 30 points development Programmes, Faculty Development Programmes (Max: 30 points)	(a) Not less than two weeks duration	(a) Not less than two weeks duration	20/each
		(b) One week duration	(b) One week duration	10/each
III(E) (ii)	Papers in Conferences/ Seminars/ workshops etc.**	Participation and Presentation of research papers (oral/poster) in	Participation and Presentation of research papers (oral/poster) in	
	a) International conference	a) International conference	a) International conference	10 each
	b) National	b) National	b) National	7.5 / each
	c) Regional/State level	c) Regional/State level	c) Regional/State level	5/each
	d) Local –University/College level	d) Local – University/College level	d) Local – University/College level	3 / each
III(E) (iv)	Invited lectures or presentations for conferences/ / Symposia	(a) International	(a)International	10 /each
	(b) National level	(b) National level	(b) National level	5

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

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

Notes.

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

APPENDIX-III TABLE-II

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

		Assistant Professor/ equivalent cadres: (Stage 1 to Stage 2)	Assistant Professor/ equivalent cadres: (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Associate Professor/ equivalent cadres (Stage 4)	Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5)	Professor (Stage 5) to Professor (Stage 6)
I	Teaching-learning, Evaluation Related Activities (category I)	75/Year	75/year	75/year	75/year	75/year
II	Co-curricular, Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III)	10/Year (40/assessment period)	20/Year (100/assessment Period)	30/Year (90/assessment period)	40/Year (120/assessment period)	50/Year (500/asses ment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee	Expert Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)	No separate points. Screening Committee to verify API scores	No separate points. Screening Committee to verify API scores	30% - Contribution to Research 50% - Assessment of domain knowledge and teaching practices. 20%- Interview performance	50% - Contribution to Research. 30 % - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	50% - research. 50 % - Performance evaluation and other credential by referral procedure

- Note: Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.
- Note: For universities/colleges for which Sixth PRC Awards (vide विभागीय पत्रांक 5/विवि-06/2009/1188, दिनांक 20.11.2010) are applicable, Stages 1,2,3,4,5 and 6 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively.

EXPLANATORY NOTE FOR TABLE II

1. All Universities / Colleges will set up verifiable systems for the API related information required in these tables within THREE months of notification of this statute. They will have to be documented and collated annually by the Internal Quality Assessment cells (IQACs) of the Universities / Colleges for follow up by the Universities / College authorities. In order to facilitate this process, all teachers shall submit the duly filled-in Performance Based Appraisal System (PBAS) proforma to the IQAC annually.
2. However, in order to remedy the difficulties of collecting retrospective information andto facilitate the implementation of these regulations from 01-01-2009 in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out.
3. Accordingly, the PBAS based on the API scores of Categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in universities / colleges for one year only with the minimum average scores as depicted in Table II in rows I to III. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is eligible for CAS promotion in 2010, one year API scores for 2008-09 alone will be required for assessment. In case of a teacher becoming eligible for CAS promotion in 2011, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.
4. As shown in Table II, the aggregate minimum API score required (given in row III) can be earned from any of the two broad categories, subject to the minimum prescribed in each category. This will provide for due weightage to teachers who contribute additionally through any of the components given in Categories I and II also for the differing nature of contributions possible in different institutional settings.
5. For Category III (research and academic contributions), maintenance of past record is done on a normal basis by teachers and hence no difficulty is envisaged in applying the API scores for this category for the entire assessment period. In this category, an aggregate minimum score is required for promotion over each stage. Alternatively, a teacher should acquire the required minimum aggregate score over two previous stages, taken together.
6. Candidates should offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in Tables I and II, by submitting an application and the required proforma. They can do so three months before the due date if they consider themselves eligible. Candidates, who do not consider themselves eligible, can also apply at a later date.

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7. If however, on final assessment, candidates do not either fulfill the minimum criteria under Rows III and IV of Tables II or obtain less than 50% in the expert assessment, they will be reassessed only after a minimum period of one year.
8.
 - (a) If a candidate applies for promotion on completion of the minimum eligibility.
 - (b) If however, the candidate finds that he/ she fulfills the eligibility conditions at a later date and applies on that date and is successful, his/ her promotion will be deemed to be from that date of application.
 - (c) If the candidate does not succeed in the first assessment, but succeeds in an eventual assessment, his/ her promotion will be deemed to be the date on which the candidate eventually succeeded in the assessment.

APPENDIX-III - TABLE: III
MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS
FOR PROMOTION OF TEACHERS IN UNIVERSITIES AND COLLEGES

Sl. No.	Promotion of Teachers through CAS	Service requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1.	Assistant Professor/ equivalent cadres from Stage 1 to Stage 2	Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M.Phil /PG Degree in Professional Courses such as L.L.M, M.Tech, M.V.Sc., M.D., or six years of service who are without Ph.D./M.Phil/PG Degree in Professional Courses	(i) Minimum API scores using PBAS scoring proforma developed by the concerned University as per the norms provided in Table II of Appendix-III. (ii) One Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration.
2.	Assistant Professor/ equivalent cadres from Stage 2 to Stage 3	Assistant Professor with completed service of five years in Stage 2.	(i) Minimum API scores using the PBAS scoringproforma developed by the concerned University as per the norms provided in Table II of Appendix III (ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching- Learning- Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration.
3.	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professors with three years of completed service in Stage 3.	(i) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table II of Appendix III. (ii) At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of

			<p>College teachers, an exemption of one publication will be given to M. Phil. holders and an exemption of two publications will be given to Ph.D. holders.</p> <p>(iii) One course / programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration.</p>
4.	Associate Professor (Stage 4) to Professor (Stage 5) / equivalent cadres	Associate Professor with three years of completed service in Stage 4 and Ph.D. Degree in the relevant subject.	<p>(i) Minimum yearly/cumulative API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table II of Appendix III. Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.</p> <p>(ii) A minimum of five publications since the period that the teacher is placed in Stage 3.</p>
5.	Professor (Stage 5) to Professor (Stage 6).	Professor with ten years of completed service (Universities only)	<p>(i) Minimum yearly/cumulative API scores for the assessment period as per the norms provided in Table II(A) of Appendix III</p> <p>(ii) Additional credentials are to be evidenced by: (a) post-doctoral research outputs of high standard;</p> <p>(b) awards / honours / recognitions / Patents and IPR on products and processes developed / technology transfer achieved; and</p> <p>(c) Additional research</p>



			<p>degrees like D.Sc., D.Litt. or equivalent post doctoral degree.</p> <p>(iii) A review process by an Expert Committee as stipulated in this regulation and in Tables II (A) and II (b) of Appendix III.</p>
6.	Reader promoted under Career Advancement Scheme on the recommendation of JPSC and on the basis of Statute approved by the Governor-cum-Chancellor of Universities of Jharkhand and communicated vide letter No. विविध-01/2008/1050/रा०स० dated 14 June, 2008 w.e.f. 27.07.1998 and has completed three years as Associate Professor is also eligible for promotion to the post of Professor on the criteria mentioned for promotion as Professor. Redesignated Associate Professor from Assistant Professor (Selection Grade) are not eligible for promotion to the post of professor under this statute unless and until they become Reader under new CAS 2008 promotion statutes.		

Note: For Universities/Colleges for which Sixth PRC Awards (vide विभागीय पत्रांक 5/विवि-06/2009/1188, दिनांक 20.11.2010) are applicable, stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively.

