



KAKATIYA UNIVERSITY :: WARANGAL
CAREER ADVANCEMENT SCHEME RSP-2006

RULES, REGULATIONS, GUIDELINES & OTHER INFORMATION

(Excerpts from G.O.Ms.No.14, Higher Education (UE.II) Dept., dated 20/02/2010 and UGC-Regulations for Minimum Qualifications for appointment of University Teachers-2010)

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

- i) An Assistant Professor with Academic Grade Pay of Rs.6000, possessing Ph.D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade (Rs.15600-39100 + AGP Rs.7000) after completion of four (04) years service as Assistant Professor.
- ii) Assistant Professors with Academic Grade Pay of Rs.6000, possessing M.Phil. Degree or Post-Graduate Degree in professional courses, approved by the relevant Statutory Body, such as LL.M./M.Tech./M.E. etc., shall be eligible for the next Higher Grade (Rs.15600-39100 + AGP Rs.7000) after completion of five (05) years service as Assistant Professor.
- iii) Assistant Professors with Academic Grade Pay of Rs.6000 who does not have Ph.D., or M.Phil., or a Master's Degree in the relevant professional course, shall be eligible for the next higher grade (Rs.15600-39100 + AGP Rs.7000) only after completion of six (06) years service as Assistant Professor.
- iv) The upward movement from the entry level grade (Rs.15600-39100 + Rs.6000) to the next higher grade (Rs.15600-39100 + AGP Rs.7000) for all Assistant Professors shall be subject to :
 - a) satisfying the minimum API scores using PBAS scoring as per the norms of the UGC;
 - b) attended one Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration.

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

- i) Assistant Professors who have completed five (05) years of service in (Rs.15600-39100 + AGP Rs.7000) / or Assistant Professors (Senior Scale) in the pre-revised scale of Rs.10000-15200 shall be eligible, to move up to next higher grade (Rs.15600-39100 + AGP Rs.8000) subject to :
 - a) satisfying the minimum API scores using PBAS scoring as per the norms of the UGC;

- b) attended one Course / Programme from among the categories of refresher courses, workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes for a minimum period of 2/3 week duration to have been undergone during the assessment period.

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

ASSOCIATE PROFESSOR (Rs.37400-67000 + AGP Rs.9000)

- i) Assistant Professors completing 3 years of service in (Rs.15600-39100 + AGP Rs.8000) shall be eligible to move to the next higher grade (Rs.37400-67000 + AGP Rs.9000) and to be designated as Associate professor subject to :
 - a) satisfying the minimum API scores using PBAS scoring as per the norms of the UGC;
 - b) at least three publications in the entire period as Assistant Professor;
 - c) attended one Course / Programmes 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.

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

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

- i) Associate Professors completing 3 years of service in Rs.37500-67000 + AGP Rs.9000 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and placed in the next higher grade (Rs.37400-67000 + AGP Rs.10000), subject to :
 - a) satisfying the minimum yearly / Cumulative API scores using PBAS scoring as per the norms of the UGC. Teachers may combine two assessment periods (in AGP Rs.7000 and Rs.8000) to achieve minimum API scores, if required;
 - b) a minimum of five publications since the period that the teacher is placed in AGP Rs.8000.
- ii) No teacher other than those with a Ph.D. shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professor shall be Rs.37400-67000 with AGP of Rs.10000.

- iii) The incumbent Readers, who have completed 6 years as Reader/Associate Professor on or after 01/01/2006, shall be eligible for promotion as Professor and to be placed in the Pay Band IV of Rs.37400-67000 provided one earns the required API score as per Tables I and II through the PBAS methodology stipulated in the Regulations.

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

PROFESSOR (Rs.37400-67000 + AGP Rs.12000)

- i) Ten percent of the posts of Professors in a University, with a minimum of ten (10) years of teaching and research experience as Professor either in the pre-revised scale of Professor's pay or the revised scale of pay will be eligible for promotion to the higher grade of Professorship (AGP Rs.12,000), on satisfying the required API score through the PBAS methodology stipulated in UGC regulations through a duly constituted Expert Committee, subject to possessing :
 - a) post-doctoral research outputs of high standard;
 - b) awards/honours/and recognitions
 - c) additional research degrees like D.Sc., D.Litt., LL.D, etc., patents and IPR on products and processes developed/technology transfer achieved in the case of teachers in Science and Technology
 - d) minimum yearly/cumulative API scores for the assessment period as per the norms of the UGC.

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

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

COUNTING OF PAST SERVICE :

- 1) 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 Organisations such as CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT etc., should be counted for placement of a teacher as Assistant professor, Associate Professor, Professor or any other nomenclature these posts are described as per Appendix III- Table No.II provided that.
- 2) The essential qualifications of the post held were not lower than the qualifications prescribed by UGC for Assistant professor, Associate Professor and Professor as the case may be.
- 3) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
- 4) The candidate for direct recruitment has applied through proper channel only.
- 5) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- 6) 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.
- 7) The previous appointment was not an adhoc or in a leave vacancy.

ADDITIONAL INFORMATION :

- 1) Candidates who do not fulfil the minimum score requirement under API Scoring System proposed in the Regulations as per Appendix III-Tables-II(a & b) or 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 the date on which he/she has successfully got re-assessed.
- 2) The API based system through the PBAS proforma for CAS promotions is to be implemented only in a prospective manner from the academic year 2009-10, which for API scores under categories I and II shall be initially based on the annualized API scores earned by the teachers as depicted in Tables II (a) and II (b), or by Tables VIII (a) and VIII (b). This annual API scores for categories I and II can be compounded prospectively as and when the teachers (or Librarian/ Physical Education and Sports cadres, as the case may be) become eligible for CAS promotions to the next cadre with multiplication factor of years of service required to apply for CAS promotion.
- 3) CAS promotions of Assistants Professors from one AGP to the higher AGP shall be conducted by a **“Screening-cum-Evaluation Committee”** adhering to the norms laid out as API and PBAS in Table I to III of appendix–III.
- 4) CAS promotions being personal promotion to the incumbent teacher holding a substantive sanctioned post on superannuation of the individual incumbent, the said post shall revert back to its original cadre.
- 5) The incumbent teacher must be on the role and active service of the Universities / Colleges on the date of consideration by the Selection Committee for Selection / CAS promotion.
- 6) Further, in order to avoid any hardships, candidates who fulfil all other criteria mentioned in the Regulations, as on 31 December, 2008 and till the date on which the Regulation is notified, can be considered for promotion from the date, on or after 31 December, 2008, on which they fulfil the eligibility conditions, provided as mentioned above.
- 7) In the final assessment, if the candidates do not either fulfil the minimum API scores in the criteria as per PBAS proforma or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year.
- 8) (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.

(b) If, however, the candidates find that he/she fulfils the eligibility conditions at a later date and applies on that date and is successful, his/per promotion will be effected from that date of application fulfilling the criteria.

- (c) If the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his/her promotion will be deemed to be from the later date of successful assessment.
- 8) A teacher should acquire the required minimum aggregate score over two previous stages, taken together. In the case of promotion to Professor, the publications requirement shall be met over the two previous stages.
- 9) No teacher, other than those with a Ph.D., shall be promoted or appointed as Professor.

NOTE :

- For more information, the applicants are requested to refer G.O.Ms.No.14, Higher Education (UE-II) Dept., dated 20/02/2010 (www.goir.ap.gov.in) and UGC-Regulations on Minimum Qualifications for appointment of University Teachers (www.ugc.ac.in). The applicants are also requested to refer to the UGC-Regulations (2nd Amendment) -2013, dated 13/06/2013 before filling up the application-form (Available on the UGC Website).
- Applications will not be considered, if supporting documents, enclosures etc., are not appended to the application-form.
- Application-form, available in MS-Word form, should be downloaded and the information should be neatly type-written.
- Application must be submitted in quadruplicate in spiral-binding form.
- Application will not be received after the last date i.e. 15/11/2011.