

**BASTAR VISHWAVIDHYALAYA
DRAFT REGULATION No. – 114**

DRAFT REGULATION No. 114	
	SELECTION PROCEDURES AND SCORES FOR ACADEMIC PERFORMANCE INDICATORS (APIs) IN RECRUITMENT AND CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY TEACHERS AND OTHER ACADEMIC STAFF
1.0	SELECTION PROCEDURES
1.1	The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on the weightage given to the performance of the candidate in different relevant parameters and his/ her performance on a grading system proforma, based on Appendix II, Tables 1,2,3A,3B,4, and 5 of Appendix II.
	In order to make the system more credible, university will assess the ability for teaching and/ or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage. These procedures will be followed for both the direct recruitment and the CAS promotions, wherever selection committees are prescribed in the Regulations and as per section 49(2) & 49(A) of Chhattisgarh Vishwavidyalaya Adhiniyam 1973.
1.2	The university adopts these Regulations for selection committees and selection procedures incorporating Table 1,2,3A,3B,4, and 5 of Appendix II at the institutional level to be followed transparently in all the selection process. The university shall device self-assessment-cum-performance appraisal forms for teachers in strict adherence to the Appendix II of Tables 1,2,3A,3B,4, and 5 as specified in the UGC Regulations and the amendments from time to time.
1.3	The Internal Quality Assurance Cell (IQAC) shall act as the documentation and record-keeping Cell for the University, including assistance in the development of Assessment Proforma based on the UGC Regulation 2018.
1.4	(A) The Assessment of the performance of University teachers for the CAS promotion will be based on the following criteria: i. Teaching-Learning and Evaluation: The commitment to teaching based on observable indicators such as being regular to class, punctuality to class, remedial teaching and clarifying doubts within and outside the hours, counseling and mentoring, additional teaching to support the university as and when the need arises, etc. Examination and evaluation activities like performing of examination supervision duties, question-papers setting for university examinations, participation in the evaluation of examination answer scripts, conducting examinations for internal assessment as per the schedule to be announced by the University at the beginning of each Academic Session and returning and discussing the answer in the class. ii. Personal Development Related to Teaching and Research Activities: Attending orientation/ refresher/ methodology courses, development of e-contents and MOOC'S, organizing seminar/ conference/ workshop/ presentation of papers and chairing of sessions/ guiding and carrying out research projects and publishing the research output in national and international journals etc. iii. Administrative support and Participation in students' Co-curricular and Extra-curricular Activities.

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	(B) Assessment Process
1.5	The following three-step process is recommended for carrying out assessment for promotion under the CAS at all levels: Step 1: The University teachers shall submit an annual self-appraisal report in the prescribed Proforma based on Tables 1 to 5 of Appendix II. The report shall be submitted at the end of every academic year, within the stipulated time. The teacher will provide documentary evidence for the claims made in the annual self-appraisal report, which will be verified and forwarded by the HOD to the University.
	Step 2: After completion of the required years of experience for promotion under CAS and fulfillment of other requirements as mentioned in the regulation, the teacher shall submit an application for promotion under CAS
	Step 3: A CAS Promotion shall be granted as mentioned in the Regulation.
1.6	For Assessment Criteria and Methodology: (a) Table 1 to 3 of Appendix II is applicable to the selection of Assistant Professors/ Associate Professors/ Professors/ Senior Professor in University and Colleges. (b) Table 4 of Appendix II is applicable to Assistant Librarians/ College Librarians and Deputy Librarians for promotion under Career Advancement Scheme. (c) Table 5 of Appendix II is applicable to Assistant Directors/ College Director of Physical Education sports and Deputy Directors/ Directors of Physical Education and sports for promotions under Career Advancement Scheme.
1.7	The Constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with the University Act, Ordinance and Regulation.
1.8	The criteria for promotions under Career Advancement Scheme laid down under the UGC Regulations shall be effective from the date of notification of the UGC Regulations. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing regulations, a choice may be given to them, for being considered for promotions under the existing Regulations. This option can be exercised only within three years from the date of notification of the Regulations.
1.9	A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university/college, within three months in advance of the due date, that he/ she fulfils all the requirements under the CAS and submit to the university the Assessment Criteria and Methodology Proforma as evolved by the university duly supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in the Regulation. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University should initiate the process of screening/selection, and complete the process within six months from the receipt of application. Further, in order to avoid any hardship, the candidates who fulfill all other criteria mentioned in the Regulation, as on and till the date on which this regulation is notified, can be considered for promotion from the date, on or after the date on which they fulfill these eligibility condition.

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2.0	The CAS promotion from a lower stage to a higher stage of Assistant Professor shall be conducted through a "Screening-cum-Evaluation Committee", following the criteria laid down in Table 1 of Appendix II.
2.1	The "Screening-cum-Evaluation Committee" for CAS promotion of Assistant Professor/ equivalent cadres in Librarians/ Physical Education and Sports from one level to the other higher level shall consist of: A. For University teachers: i) The Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee; ii) The Dean of the Faculty concerned; iii) The Head of the Department /Chairperson of the School; and iv) One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts. B. For University Assistant Librarian: i) The Vice-Chancellor shall be the Chairperson of the Committee; ii) The Dean of the Faculty concerned; iii) The Librarian, University Library; and iv) 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: i) The Vice-Chancellor shall be the Chairperson of the Committee; ii) The Dean of the Faculty concerned; iii) The University Director, Physical Education and Sports; and iv) One expert in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts. Note: The quorum for these committee in all categories shall be three which will include one subject expert/ university nominee.
2.2	The Screening-cum-Evaluation Committee on verification/ evaluation of grades secured by the candidate through the Assessment Criteria and Methodology Proforma designed by the university based on UGC Regulations and as per the minimum requirement specified: (a) In Appendix II, Table 1 for each of the cadre of Assistant Professor, (b) In Appendix II, Table 4 for each of the cadre of Librarian and, (c) In Appendix II, Table 5 for each of the cadre of Physical Education and Sports The Committee shall recommend to the Executive Council of the University about the suitability for the promotion of the candidate (s) under CAS for implementation.
2.3	The selection process shall be completed on the day/ last day of the selection committee meeting, wherein the minutes are recorded and recommendation made on the basis of the performance of the interview are duly signed by all members of the selection committee.

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2.4	For all Selection Committees specified in these Regulations, Head of Department / Teacher-Incharge should be either in the same or higher rank/ position than the rank/position for which the interview is to be held.
2.5	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.
2.6	For the promotion under the CAS, the applicant teacher must be on the role and in active service of the University on the date of consideration by the Selection Committee.
2.7	The candidate shall offer himself/ herself for assessment for promotion, if he/ she fulfill the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Proforma. He/ she can do so three months before the due date. The university shall send a general circular twice a year, inviting applications for the CAS promotions from the eligible candidates.
2.8	If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility. If, however, the candidate finds that he/ she fulfils the CAS promotion criteria, as defined in Table 1,2,4, and 5 of Appendix II at a later date and applies on that date and is successful, his/ her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria. The candidate who does not succeed in the first assessment, he/ she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.
2.9	Regarding the cases pending for promotion from one Academic level/ Grade Pay to another Academic Level/ Grade Pay under the Career Advancement Scheme provided under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standard in Higher Education 2010 and its subsequent amendments, the teachers shall be given the option to be considered for the promotion from one Academic Level/ Grade Pay to another Academic Level/ Grade Pay as per the following: The teachers shall be considered for promotion from one Academic Level/ Grade Pay to another as per the CAS under these regulations. OR The faculty members shall be considered for the promotion from one Academic Level/ Grade Pay to another as per the CAS provided under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standard in Higher Education 2010 and its amendments with relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) up to the date of notification of the Regulation.

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2.10	The relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) up to the date of notification of these Regulations for the promotion from one Academic Level/ Grade Pay to another under CAS as provided in UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments is defined as under: Exemption from scoring under Category I, as defined in Appendix III of said above mentioned UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments including University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4th Amendment), Regulation, 2016, for faculty and other equivalent cadre positions. Scoring in Category II and Category III for faculty and other equivalent cadre positions shall be as provided for in the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 with the following combined minimum API score requirement for Category II and Category III taken together, as mentioned below. Note: There shall be no minimum API score requirement for Category II and Category III individually.
3.0	STAGES OF PROMOTION UNDER CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY APPOINTED ASSISTANT PROFESSORS/ ASSOCIATE PROFESSORS/ PROFESSORS
3.1	The entry-level Assistant Professor level (Level 10) shall be eligible for promotion under the Career Advancement Scheme (CAS) through two successive levels (Level 11 and Level 12), provided they are assessed to fulfill the eligibility and performance criteria as laid down in this Regulation at Clause 1.8.
I.	Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/ Academic Level 11) Eligibility: i) 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: ii) Attended one Orientation course of 21 days duration on teaching methodology.

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	iii) Any one of the following: Completed Refresher/ Research Methodology Course/ Workshop/ Syllabus Up-gradation Workshop/ Training Teaching-Learning-Evaluation, Technology Programs/ Faculty Development Programs of at least one week (5 days) duration, or taken one MOOCs course (with e-certification) or development of e-contents in four-quadrant/ MOOCs course during the assessment period. iv) Published one research publication in the peer-reviewed journal or UGC-listed journals during assessment period. CAS Promotion Criteria A teacher shall be promoted if; i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be (as provided in Appendix II, Table 1) ii) The promotion is recommended by the screening-cum evaluation committee.
II.	Assistant Professor (Senior Scale/ Academic Level 11) to Assistant Professor (Selection Grade/ Academic Level 12) Eligibility: i) Assistant Professor who has completed five years of service in Academic Level 11/ Senior Scale. ii) A Ph.D. Degree in the subject relevant/allied/relevant discipline. iii) Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course / program from amongst the categories of Refresher Courses/ Research Methodology/ Workshops/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Program/ Faculty Development Program 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/program 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 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. iv) Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.

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	CAS Promotion Criteria A teacher shall be promoted if; i) The teacher gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Table 1 of Appendix II) and; ii) The promotion is recommended by the screening-cum-evaluation committee.
III.	Assistant Professor (Selection Grade/ Academic Level 12) to Associate Professor (Academic Level 13A) Eligibility: i) Assistant Professor who has completed three years of service in Academic Level 12/ Selection Grade. ii) A Ph.D. Degree in the subject concerned/allied/relevant discipline. iii) Anyone of the following during last three years: completed one course/ program from amongst the categories of Refresher Courses/ Research Methodology/ Workshops/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Program/ Faculty Development Program 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/program 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 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. iv) 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. v) Evidence of having guided at least one Ph.D. candidate. CAS Promotion Criteria: A teacher shall be promoted if; i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as specified in Table 1, and has a research score of at least 70 as per Table 2 of Appendix II. ii) The promotion is recommended by the selection committee constituted in accordance with the Regulation.

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IV	Associate Professor (Academic Level 13A) to Professor (Academic Level 14) Eligibility: 1. An Associate Professor who has completed three years of service in Academic Level 13A. 2. A Ph.D. Degree in the subject concerned/allied/relevant discipline. 3. A minimum of ten research publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period. 4. Evidence of successfully guided doctoral candidate. 5. A minimum of 110 Research score as per Table 2 of Appendix II CAS Promotion Criteria: A teacher shall be promoted if; 1. 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 per Table 1 and at least 110 research score, as per Table 2 of Appendix II 2. The promotion is recommended by the selection committee constituted in accordance with the Regulation.
V.	Professor (Academic Level 14) to Senior Professor (Academic Level 15) A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, favourable review from three eminent subject experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten years of experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with the Ordinance and Regulation. Eligibility: 1. Ten years experience as a Professor. 2. A minimum of ten publications in the peer-reviewed or UGC-listed journals and Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period.
4.0	Career Advancement Scheme (CAS) for Librarians
4.1	Note : 1. The following provisions apply only to those persons who are not involved in the teaching of Library Science. Teachers of Library Science in a teaching department shall be covered by the provisions given as under this Regulation. 2. The Deputy Librarian in Universities shall have two levels i.e Academic Level 13A and Academic Level 14.

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	I. From University Assistant Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/ Academic level 11): Eligibility: An Assistant 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. i) He / She has attended at least one Orientation course of 2 days duration; ii) Training, Seminar or Workshop on automation and digitalization, maintenance and related activities, of at least 5 days, as per Table 4 of Appendix II. CAS Promotion Criteria: An Assistant Librarian shall be promoted if; 1. 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 as specified in Table 4 of Appendix, and 2. The promotion is recommended by the screening-cum evaluation committee.
	II. From University Assistant Librarian (Senior Scale/ Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12) Eligibility: 1) Has completed five years of service in that grade. 2) 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 Table 4 of Appendix II, of at least two weeks (ten days) duration (or completed two course of at least one week (five days) duration in lieu of every single course/ program of at least two weeks (ten days) duration, (iii) Taken/ developed one MOOCs course in the relevant subject (with e-certification), or (iv) Library up-gradation course. CAS Promotion Criteria: An individual shall be promoted if; 1) 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 Table 4 of Appendix II, and 2) The promotion is recommended by the screening-cum evaluation committee.

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III.	From University Assistant Librarian (Selection Grade/ Academic level 12) to University Deputy Librarian (Academic level 13A) Eligibility: 1) Has completed three years of service in that grade. 2) 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 Table 4 of Appendix II, of at least two weeks (ten days) duration, (iii) Completed two course of at least one week (five days) duration in lieu of every single course/ program of at least two weeks (ten days) duration, (iv) Taken/ developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course. CAS Promotion Criteria: An individual shall be promoted if; i) He/ she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Table 4 of Appendix, and ii) The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.
IV.	From University Deputy Librarian (Academic level 13A) to University Deputy Librarian (Academic level 14) Eligibility: i) He/She has completed three years of service in that grade. ii) 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 Table 4 of Appendix, of at least two weeks (ten days) duration, (iii) Completed two course of at least one week (five days) duration in lieu of every single course/ program 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) Evidence of innovative library services, including the integration of ICT in a library. iii) A Ph.D. Degree in Library Science/ Information Science/ Documentation/ archives and Manuscript-Keeping

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	CAS Promotion Criteria: An individual shall be promoted if; i) He/ she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as specified in Table 4 of Appendix, and ii) The promotion is recommended by a Selection Committee constituted as per the Regulations on the basis of the interview performance.
5.0	Career Advancement Scheme for Directors of Physical Education and Sports
5.1	Note: i) The following provisions apply only to those personnel who are physical education not involved in teaching and sports. Teachers of Physical Education and Sports in a teaching department shall be covered by the provisions given as under this Regulation. ii) The Deputy Director Physical Education and Sports in Universities shall have two levels i.e Academic Level 13A and Academic Level 14.
I.	From Assistant Director of Physical Education and Sports (Academic Level 10) to Assistant Director of Physical Education and Sports (Senior Scale/ Academic Level 11) Eligibility: i) 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. ii) He/ She as attended one Orientation course of 2 days duration; and iii) He/ She as done any one of the following: (a) Completed Refresher/ Research Methodology Course/ Workshop, (b) Training Teaching-Learning-Evaluation Program/ Faculty Development Program of at least 5 days duration and (c) Taken/ developed one MOOCs course (with e-certification). CAS Promotion Criteria: An individual shall be promoted if; i) He/ she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Table 5 of Appendix II, and ii) The promotion is recommended by the screening-cum evaluation committee.

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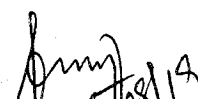
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II.	From Assistant Director of Physical Education and Sports (Senior Scale/ Academic Level 11) to University Assistant Director of Physical Education and Sports (Selection Grade/ Academic Level 12) Eligibility: i) He/ she has completed five years of service in that grade. ii) He/ she has done any two of the following in the last five years: (i) Completed one course / program from among the categories of refresher course/ research methodology workshop, (ii) Teaching-Learning-Evaluation Technology Programs/ Faculty Development Program 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/program of at least two weeks (ten days) duration, and (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification). CAS Promotion Criteria: An individual shall be promoted if; i) He/ she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in Table 5 of Appendix II, and ii) The promotion is recommended by the screening-cum evaluation committee.
III.	From University Assistant Director of Physical Education and Sports (Selection Grade/ Academic Level 12) To University Deputy Director of Physical Education and Sports (Academic Level 13A) Eligibility: i) He /She has completed three years of service in that grade. ii) He /She has done any one of the following during last three years: (i) Completed one course / program from among the categories of refresher course/ research methodology workshop, (ii) Teaching-Learning-Evaluation Technology Programs/ Faculty Development Program 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/program of at least two weeks (ten days) duration, (iii) Taken/developed one MOOCs course in the relevant subject (with e-certification). CAS Promotion Criteria: An individual shall be promoted if; i) He/ she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Table 5 of Appendix II, and ii) The promotion is recommended by a Selection Committee constituted as per this Regulation on the basis of the interview performance.

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IV.	From University Deputy Director of Physical Education and Sports (Academic Level 13A) to University Deputy Director of Physical Education and Sports (Academic Level 14) Eligibility: i) He/ She has completed three years of service in that grade. ii) He/ She has done any one of the following during last three years: (i) Completed one course / program from among the categories of refresher course/ research methodology workshop, (ii) Teaching-Learning-Evaluation Technology Programs/ Faculty Development Program 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/program of at least two weeks (ten days) duration, (iii) Taken/developed one MOOCs course in the relevant subject (with e-certification). iii) Evidence of organizing competitions and coaching camps of at least two weeks duration. iv) Evidence of having produced good performance of teams/ athletes for competitions like state/ national/ inter-university/ combined university, etc. v) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. CAS Promotion Criteria: An individual shall be promoted if; 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 Table 5 of Appendix II, and The promotion is recommended by a Selection Committee constituted as per the provisions of the Act, Ordinance and Regulation on the basis of the interview performance.
6.0	Discretionary award of advance instruments for those who enter the profession as Associate Professor or Professor with higher merit, high number of research publications of high quality and experience at the appropriate level, shall be within the competence of the appropriate authority of the University based on the recommendations of a selection committee while considering the case of individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit-specific factors. Discretionary award of advance instruments is not applicable to those entering the profession as Assistant Professor/ Assistant Librarian/ Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired a Ph.D., M. Phil. or M. Tech. and LLM degree. However, those entering the service as Assistant Professor/ Assistant Librarian/ Assistant Director of Physical Education and Sports, having a post doctoral teaching/ research experience, after obtaining a Ph.D. degree and proven credentials, may be eligible for discretionary award of advance instruments to be given to the person, as decided and recorded by the Selection Committee in the minutes of its meetings.

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Table 1 **Appendix II**
Assessment Criteria and Methodology for University/ College Teachers

S. No	Activity	Grading Criteria
1.	Teaching: (Number of class taught/total classes assigned) x 100% (Class taught includes sessions on tutorials, lab and other teaching related activities)	80% & above – Good Below 80% but 70% & above – Satisfactory Less than 70% - Not Satisfactory
2.	Involvement in the University/College students related activities/research activities: (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden etc. (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organizing seminars/ conferences/ workshops, other college/university activities. (e) Evidence of activity involved in guiding Ph.D. students. (f) Conducting minor or major research project sponsored by national or international agencies. (g) At least one single or joint publication in peer-reviewed of UGC list of journals.	Good - Involved in at least 3 activities. Satisfactory - 1-2 activities Not-Satisfactory - Not involved / undertaken any of the activities Note: Number of activities can be within or cross the broad categories of activities

Overall Grading:

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

Or

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

Not Satisfactory: If neither good nor satisfactory in overall grading

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

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Table 2

Appendix II

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

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

S. No.	Academic/ Research Activity	Faculty of Sciences/ Engineering/ Agriculture/ Medical/ Veterinary Sciences	Faculty of Languages/ Humanities/ Arts/ Social Sciences/ Library/ Education/ Physical Education/ Commerce/ Management & other related disciplines
1.	Research papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by:		
	International Publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research Paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning Pedagogy and content development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/ course	02 per curricula/ course

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	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Co-ordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E- Content		
	Development of e-content in 4 quadrants for a complete course/e-book	12	12
	e-content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	10	10
4.	(a) Research guidance		
	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M. Phil. / PG dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5	(a) Patents		
	International	10	10
	National	07	07

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	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards / Fellowship		
	International	07	07
	National	05	05
6	*Invited lecture/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in conference proceedings (Paper presented in Seminars/ Conferences and also published as full paper in conference Proceedings will be counted only once)		
	International (Abroad)	07	07
	International (Within Country)	05	05
	National	03	03
	State/University	02	02

The Research score for research papers would be augmented as follows:

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

- | | | |
|------|---|-------------|
| I. | Paper in refereed journal without impact factor | - 5 Points |
| II. | Paper with impact factor less than 1 | - 10 Points |
| III. | Paper with impact factor between 1 and 2 | - 15 Points |
| IV. | Paper with impact factor between 2 and 5 | - 20 Points |
| V. | Paper with impact factor between 5 and 10 | - 25 Points |
| VI. | Paper with impact factor > 10 | - 30 Points |

(a) Two authors: 70% of total value of publication for each author.

(b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint publication.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note :

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures / Resource Person /paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of 3 categories out of 6 categories.

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Table 3 A **Appendix II**
Criteria for Short-listing of Candidates for Interview for the post of Assistant Professors in Universities

S. No.	Academic Record	Score			
1.	Graduation	80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% = 05
2.	Post Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD)to less than 60% = 20	
3.	M. Phil.	60% & Above = 07	55% to less than 60% = 05		
4.	Ph.D.	30			
5.	NET with JRF	07			
	NET	05			
	SLET/SET	03			
6.	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	10			
7.	Teaching/ Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International/ National Level (Awards given by the International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

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

Note:

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

(B) Number of candidates to be called for the interview shall be decided by the university.

- (C) Academic Score - 80
Research Publication - 10
Teaching Experience - 10

Total 100

(D) Score shall be valid for appointment in respective State SLET/SET Universities/ Colleges/ Institutions only.

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Table 3 B **Appendix II**
Criteria for Short-listing of Candidates for Interview for the post of Assistant Professors in Colleges

S. No.	Academic Record	Score			
1.	Graduation	80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	45% to less than 55% = 10
2.	Post Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD)to less than 60% = 20	
3.	M. Phil.	60% & Above = 07	55% to less than 60% = 05		
4.	Ph.D.	25			
5.	NET with JRF	10			
	NET	08			
	SLET/SET	05			
6.	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	06			
7.	Teaching/ Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International/ National Level (Awards given by the International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

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

Note:

- (A) (i) M. Phil. + Ph.D. Maximum - 25 Marks
(ii) JRF/NET/SET Maximum - 10 Marks
(iii) In award category Maximum - 03 Marks

(B) Number of candidates to be called for the interview shall be decided by the College.

- (C) Academic Score - 84
Research Publication - 06
Teaching Experience - 10

Total 100

(D) SLET/SET score shall be valid for appointment in respective State Universities/Colleges/Institutions only.

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Table 4
Assessment Criteria and Methodology for Librarians

Appendix II

S. No.	Activity	Grading Criteria
1.	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend) While attending in the library, the individual is expected to undertake, inter alia, following items of work: ▪ Library Resource and Organization and maintenance of books, journals and reports. ▪ Provision of Library reader services such as literature retrieval services to researchers and analysis of reports. ▪ Assistance towards updating institutional website	90% and above - Good Below 90% but 80% and above - Satisfactory Less than 80% - Not Satisfactory
2.	Conduct of seminar/workshops related to library activity or on specific books or genre of books.	Good - 1 National level seminar/workshop +1 State/Institutional level workshop/Seminar Satisfactory - 1 National level seminar/ workshop or 1 state level seminar/ workshop + 1 institutional level seminar/ workshop or 4 institutional seminar/ workshop Unsatisfactory - Not falling in above two categories
3.	If library has a computerized database then OR If library does not have a computerized database	Good - 100% of physical books and journals in computerized database. Satisfactory - At least 99% of physical books and journals in computerized database. Unsatisfactory - Not falling under good or satisfactory OR Good - 100% catalogue database made up to date Satisfactory - 90 % catalogue database made up to date Unsatisfactory - catalogue database not up to mark (To be verified in Random by CAS promotion committee)

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4.	Checking inventory and extent of missing books	Good - Checked inventory and missing book less than 0.5% Satisfactory - Checked inventory and missing book less than 1% Unsatisfactory – Did not check inventory Or Checked inventory and missing book 1% or more.
5.	(i) Digitalization of books database in institution having no computerized database. (ii) Promotion of library Network. (iii) Systems in place for dissemination of information relating to books and other resources. (iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities. (v) Design and offer short-term courses for users. (vi) Publications of at least one research paper in UGC approved journals.	Good - Involved in any two activities. Satisfactory – At least one activity Not Satisfactory - Not involved/undertaken any of the activities
Overall Grading	Good: Good in item 1 and satisfactory/good in any two other items including item 4. Satisfactory: Satisfactory in item 1 and satisfactory/good in any other two items including item 4. Not Satisfactory: If neither good nor satisfactory in overall grading.	
Note: It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment. The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion. The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.		

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Table 5

Appendix II

Assessment Criteria and Methodology for Directors of Physical Education and Sports

S. No.	Activity	Grading Criteria
1	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend	90% and above - Good Above 80% but below 90% - Satisfactory Less than 80% - Not Satisfactory
2	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory - Neither good nor satisfactory

Note:

Paper presented if part of edited book or proceeding then it can be claimed only once.

For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor both shall get 7 marks each.

*For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lecture/Resource Person/Paper presentation shall have an upper cap of thirty percent of total research score of the teacher concerned.

The research score shall be from the minimum of three categories out of six categories.

3.	Institutional participation in external competitions	Good - National level competition in at least one discipline plus state / District level competition in at least 3 disciplines. Satisfactory - State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 disciplines. Unsatisfactory - Neither good nor satisfactory.
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4.	Up-gradation of sports and physical training infrastructure with scientific and technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	Good/satisfactory/not satisfactory to be assessed by the promotion committee.
5.	(i) At least one student of the institution participating in national/state/university (for college levels only) Teams. Organizing state/national/inter university/ inter college level competition. (ii) Being invited for coaching at state/ national level. (iii) Organizing at least three workshops in a year. (iv) Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and Extracurricular college activities.	Good - Involved in any two activities Satisfactory - 1 activity Not Satisfactory - Not involved/ undertaken any of the activities.
Overall Grading	Good: Good in item 1 and satisfactory/good in any two other items. Satisfactory: Satisfactory in item 1 and satisfactory/good in any other two items. Not Satisfactory: If neither good nor satisfactory in overall grading.	
Note: It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment. The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical Education and Sports and also the CAS Promotion Committee. The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.		

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**Selection Committee Composition as specified in Chhatsgarh Vishwavidhyalaya
Adhiniyam 1973 Amended section 49(2)**

Assistant Professor in the University:

- (3) The Selection Committee for the post of Assistant Professor in the University shall consist of the following person.
- i). The Vice Chancellor shall be the Chairman of the Selection Committee.
 - ii). Three experts in the subject concerned nominated by the Vice Chancellor out of the panel approved by the Academic Council of the University.
 - iii). Dean of the Faculty concerned, wherever applicable.
 - iv). Head of the Department if he/she holds of the post of Professor in the department.
 - v). An academician nominated by the Chancellor, wherever applicable.
 - vi). An academician representing SC/ST/OBC/Minority/Differently-abled categories to be nominated by the Vice Chancellor, if any of the above members of the selection committee does not belong to that category.
- (4) In subsection (3) of section 49 of the Principal Act for the word "Three members" the words "Four members including two outside subject experts", shall be substituted.

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Table A

Appendix – III

(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 Professor (Stage 5/AGP Rs.10000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

Table B

Appendix – III

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

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 Professor (Stage 5/AGP Rs.10000/-)
1	Research and Academic contribution (Category III)	20/assessment period	50/assessment period	45/assessment period	60/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

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Table C **Appendix – III**
(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

Table D **Appendix – III**
(Minimum API requirement for the promotion of Library staff under CAS in Colleges)

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/-)
1	Research and Academic contribution (Category III)	20/assessment period	50/assessment period	45/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee

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Table E

Appendix – III

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

S.No.		Assistant Director (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Director (Stage 2/ AGP Rs.7000/-) to Assistant Director (Selection Grade)/Deputy Director (Stage 3/AGP Rs.8000/-)	Assistant Director (Selection Grade)/Deputy Director (Stage 3/ AGP Rs.8000/-) to Deputy Director (Stage 4/AGP Rs.9000/-)	Deputy Director (Stage 4/AGP Rs. 9000/-) to Deputy Director (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

Table F

Appendix – III

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

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

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