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**Section 2(f) & 12B**

# PROMOTION POLICY OF FACULTY UNDER CAREER ADVANCEMENT SCHEME

Ref. No. : IIMTU/RO/CAS/2023-24/2914(A)

Dated: 06.02.2023

## REVISED PROMOTION POLICY OF FACULTY UNDER CAREER ADVANCEMENT SCHEME.

As per "UGC regulation on appointment of teachers and other academic staff in Universities & Colleges and measures for the maintenance of standard in Higher Education, 2018" the promotion can be considered to all cadres of teachers of the University under CAS (Career Advancement Scheme) subject to their eligibility as per guidelines covered in the said Regulation as summarized below:

### (A) Promotion of Assistant Professor

The promotion of entry level Assistant Professor i.e. whose AGP is 6,000 as per VI pay commission or at Academic level 10th as per VII Pay commission be considered upto academic Level-11, 12 & 13A as per VII Pay commission which are equivalent to AGP Rs. 7,000, 8,000 & 9,000= based on VI Pay commission.

2. The duration of Service qualification and experience in feeder cadre required for promotion in the next level is as follows.

#### From level 10 level 11 (AGP-Rs. 6000 to Rs 7000)

- I. Assistant Professor with 4 yrs experience & Ph.D. Degree or Assistant Professor with 05 yrs experience & M.Phil. and P.G. in professional course or Assistant Professor with 06 yrs experience and without above qualification.
- II. 21 days orientation course
- III. Done Refresher course of 5 days
- IV. One Research Publication

#### B. Promotion of Asstt. Professor from level 11 to level 12 (equivalent to AGP-Rs. 7000 to Rs. 8000)

##### Eligibility:

- I. Asstt. Professor who has completed five (05) years of service at level-11

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- II. A Ph.D. degree in the subject
- III. Completed Refresher course of either one of two weeks or two such courses of one week each or completed one MOOCs course.
- IV. Published three Research papers in the peer-reviewed or UGC listed journals during assessment period.

**C. Promotion under CAS from Level 12 to 13-A (Associate Professor)**

**Eligibility:**

- I. Asstt. Professor with 3 years service at Level 12.
- II. Ph.D. degree in the concerned subject.
- III. Completed one Refresher course as per UGC guidelines.
- IV. 7 publications in peer-reviewed or UGC listed journals out of that 03 during assessment period.
- V. Documentary evidence to prove that the said Assistant Professor (Selection Grade/Academic Level 12) is guiding doctoral candidates.

**(D) Promotion of Associate Professor from level 13-A (Associate professor) to 14 (Professor) under CAS**

**Eligibility:**


1. An Associate Professor who has completed 03 years in level 13-A.
2. Ph.D. degree
3. Atleast 10 Research paper out of which 03 during the assessment period.
4. Successfully guided Ph.D. students with evidence.
5. Documentary evidence to prove that the doctoral candidates registered under the said Associate Professor (Level 13A) have been awarded Ph.D. Degrees.

**(E) Promotion of Professor from Academic Level 14 to 15 (from Professor to Senior Professor)**

A Professor can be promoted to Senior Professor under CAS.

**Eligibility:**

1. 10 years experience as Professor.
2. Minimum of 10 Publications.

  
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3. Ph.D. degree awarded to atleast two candidates during the assessment period.

### Salient points of promotion under CAS

1. The publications should be in the peer-reviewed or UGC listed journals.  
2. Promotion in case of Asstt. Professor under CAS from level 10 to 12 will be recommended by **Screening-cum-evaluation committee** with following constitution:

- |  |   |             |
|--|---|-------------|
| 1. Vice-Chancellor   | - | Chairperson |
| 2. Dean of the concerned School  | - | Member      |
| 3. Head of faculty concerned Dept.   | - | Member      |
| 4. One subject expert from out side<br>appointed by V.C. from the panel of experts | - | Member      |

5. The Selection Committee required for promotion from Academic Level 12 to 13-A and onward shall be recommend by **Selection Committee** to be constituted as per UGC Regulation -2018.

6. Research score is as per Table 2 of Appendix -II of the Regulation.

7. Assessment will be based on documentary evidence produced by the teachers.

(Dr. V. P. Rakesh)

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Ref. No. : IIMTU/RO/CAS/21-22/182(a)

Dated: 31.05.2021

## GUIDELINES FOR PROMOTION OF FACULTY UNDER CAREER ADVANCEMENT SCHEME.

As per "UGC regulation on appointment of teachers and other academic staff in Universities & Colleges and measures for the maintenance of standard in Higher Education, 2018" the promotion can be considered to all cadres of teachers of the University under CAS (Career Advancement Scheme) subject to their eligibility as per guidelines covered in the said Regulation as summarized below:

### (A) Promotion of Assistant Professor

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2. The duration of Service qualification and experience in feeder cadre required for promotion in the next level is as follows.

#### From level 10 level 11 (AGP-Rs. 6000 to Rs 7000)

- I. Assistant Professor with 4 yrs experience & Ph.D. Degree or Assistant Professor with 05 yrs experience & M.Phil. and P.G. in professional course or Assistant Professor with 06 yrs experience and without above qualification.
- II. 21 days orientation course
- III. Done Refresher course of 5 days
- IV. One Research Publication

#### B. Promotion of Asstt. Professor from level 11 to level 12 (equivalent to AGP-Rs. 7000 to Rs. 8000)

##### Eligibility:

- I. Asstt. Professor who has completed five (05) years of service at level-11

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- II. A Ph.D. degree in the subject
- III. Completed Refresher course of either one of two weeks or two such courses of one week each or completed one MOOCs course.
- IV. Published three Research papers in the peer-reviewed or UGC listed journals during assessment period.

**C. Promotion under CAS from Level 12 to 13-A (Associate Professor)**

**Eligibility:**

- I. Asstt. Professor with 3 years service at Level 12.
- II. Ph.D. degree in the concerned subject.
- III. Completed one Refresher course as per UGC guidelines.
- IV. 7 publications in peer-reviewed or UGC listed journals out of that 03 during assessment period.
- V. Guided atleast one Ph.D. candidate.

**(D) Promotion of Associate Professor form level 13-A (Associate professor) to 14 (Professor) under CAS**

**Eligibility:**

1. An Associate Professor who has completed 03 years in level 13-A.
2. Ph.D. degree
3. Atleast 10 Research paper out of which 03 during the assessment period.
4. Successfully guided Ph.D. students with evidence.
5. Minimum 110 Research Score.

**(E) Promotion of Professor from Academic Level 14 to 15 (from Professor to Senior Professor)**

A Professor can be promoted to Senior Professor under CAS.

**Eligibility:**

1. 10 years experience as Professor.
2. Minimum of 10 Publications.
3. Ph.D. degree awarded to atleast two candidates during the assessment period.

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### Salient points of promotion under CAS

1. The publications should be in the peer-reviewed or UGC listed journals.
2. Promotion in case of Asstt. Professor under CAS from level 10 to 12 will be recommended by **Screening-cum-evaluation committee** with following constitution:
  1. Vice-Chancellor - Chairperson
  2. Dean of the concerned School - Member
  3. Head of faculty concerned Dept. - Member
  4. One subject expert from out side
  5. appointed by V.C. from the panel of experts.- Member
6. The Selection Committee required for promotion from Academic Level 12 to 13-A and onward shall be recommend by **Selection Committee** to be constituted as per UGC Regulation -2018.
7. Research score is as per Table 2 of Appendix -II of the Regulation.
8. Assessment will be based on documentary evidence produced by the teachers.

*Ashok Kumar*  
(Ashok Kumar)

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