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Government of Rajasthan
Department of Technical Education

No. F.8(15)TE/2023-00048

Jaipur, Dated..

-::ORDER::-

Career Advancement Scheme for the Lecturers of the Government Polytechnic Colleges (Non-Engineering) under VI pay scales

In continuation of Finance Department's Notification No.F.9(5)FD(Rules)/2009 dated 27.09.2013 the Government has decided to introduce the Scheme of Career Advancement for the Teachers of Government Polytechnic Colleges (Non- Engineering) whose services are governed by the Rajasthan Technical Education (Non-Engineering) Service Rules, 2010 as amended time to time.

1. SHORT TITLE, APPLICATION AND COMMENCEMENT:

1.1 This order may be called the Career Advancement Scheme (CAS) for the Teachers in Government Polytechnic Colleges (Non- Engineering), 2024.

1.2 It shall apply to the teachers in Government Polytechnic Colleges (Non Engineering) who possess the requisite qualifications as mentioned in the schedule-I of Rajasthan Technical Education (Non-Engineering) Service (Amendment) Rules, 2017.

1.3 It shall not apply to the teachers in Government Polytechnic Colleges (Non Engineering) who do not possess the requisite qualifications as mentioned in the schedule-I of Rajasthan Technical Education (Non- Engineering) Service (Amendment) Rules, 2017.

Provided that the existing Lecturers/ Senior lecturers/ HODs/ Principals who are not possessing the requisite qualifications as mentioned in the Schedule-I of Rajasthan Technical Education (Non-Engineering) Service (Amendment) Rules, 2017, will continue in pay admissible under Rajasthan Civil Services (Revised Pay) Rules, 2008.

1.4 It shall apply to all Government Polytechnic Colleges, approved by the AICTE imparting Non- Engineering education.

1.5 It shall come into force with effect from the date 05.03.2010 to 28.02.2019 as provided in the AICTE Regulation for CAS dated 08.11.2012. The benefit of CAS w.e.f. 05.03.2010 to 30.06.2013 shall be notional and actual benefit shall be admissible w.e.f. 01.07.2019

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Sharma
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2. CAREER ADVANCEMENT SCHEME (CAS):

2.1 A teacher who wishes to be considered for promotion under CAS may submit in writing to College/Director, Technical Education, within three months in advance of the due date, that he/she fulfils all qualifications under CAS and submit to the College/Director, Technical Education the Performance Based Appraisal System (PBAS) in a proforma as evolved by State Government duly supported by all credentials as per the Academic Performance Indicator (API) guidelines (Appendix 1) set out in regulations.

2.2 Candidates who fulfill all other criteria mentioned in regulation, as on 05th March, 2010 and till the date on which these Regulations are notified, can be considered for promotion from the date, on or after 05th March, 2010, on which they fulfill the eligibility conditions.

2.3 Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the Regulations as per the **Tables II (A) of Appendix 1** or those who obtain less than 50% in the expert assessment of the selection process will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she is successfully re-assessed.

2.4 CAS promotions from Lecturer to Lecturer (Senior Scale) and from Lecturer (Senior Scale) to Lecturer (Selection Scale) shall be conducted by a "Screening Committee" as mentioned in 2.5 below adhering to the criteria laid out as API score in Performance Based Appraisal System (PBAS) in the Tables of **Appendix-1 as per the AICTE Regulations dated 08.11.2012.**

2.5 The "Screening Committee" for CAS promotion of Lecturer from one AGP to the higher AGP shall consist of:

(i)	Chairman of RPSC or Member of RPSC nominated by Chairman.	Chairman
(ii)	ACS/Principal Secretary/ Secretary to Government in Department of Technical Education	Member
(iii)	Principal Secretary/Secretary to Government in Department of Personnel or his nominee not below the rank of Dy. Secretary to the Department of Personnel	Member
(iv)	Two Subject Experts nominated by State Government.	Member
(v)	Director of Technical Education	Member Secretary

Provided that in case any Member or Member Secretary as the case may be constituted the Committee has not been appointed to the post concerned, the officer holding charge of the post for the time being shall be the Member or Member Secretary, as the case may be of the Committee.

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2.6 The Screening Committee on verification/evaluation of API score secured by the candidate through the 'PBAS' methodology designed by the Directorate of Technical Education based on AICTE Regulations 08.11.2012 and subsequently clarifications issued on dated 04.01.2016 and as per the minimum requirement specified in Tables II and III of Appendix I / II/ III for each of the cadre, shall recommend to the State Government about the suitability for the promotion of the candidates under CAS for implementation.

2.7 All the selection procedures outlined above, shall be completed on the day of the Screening committee meeting, wherein the minutes are recorded along with PBAS scoring proforma and recommendation made on the basis of merit and duly signed by all members of the Screening committee in the minutes.

2.8 As the CAS promotion, is a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said Post shall revert to its original cadre.

2.9 The incumbent teacher must be on the roll and active service of the Colleges on the date of consideration by the Screening Committee for CAS Promotion.

2.10 Candidates shall offer themselves for assessment for promotion if they fulfill the minimum API scores indicated in the appropriate API system tables by submitting an application and the required PBAS proforma. They can do so three months before the due date of the promotion if they consider themselves eligible. In any event, the College concerned shall also issue a general circular twice a year calling for applications for CAS promotions from eligible candidates.

2.11 In the final assessment, if the candidates do not either fulfill 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.

2.12 If a candidate applies for promotion immediately on completion of the minimum eligibility period and is successful, the date of promotion will be made applicable from the date of completion of minimum period of eligibility.

2.13 However, if the candidate finds that he/she fulfils the eligibility conditions at a later date and applies on that date and is successful his/her promotion will be effected from the date of application.

2.14 If the candidate does not succeed in the first assessment but succeeds in the subsequent assessment his/her promotion will be deemed to be from the later date of successful assessment.

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3. STAGES OF PROMOTION UNDER CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY APPOINTED LECTURER:

3.1 Entry level lecturer (stage 1) would be eligible for promotion under the career advancement scheme (CAS) through three successive stages (stage 2, stage 3 and stage 4), provided they are assessed to fulfil the eligibility and performance criteria as laid down in next clause.

3.2 In order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of the scheme from 5th March, 2010 in the CAS promotion, the API based PBAS will be progressively and prospectively rolled out. Accordingly, the PBAS on the API scores of categories I and II as mentioned in the tables of Appendix I is to be implemented for one year, initially based on the existing systems in Colleges for one year only with minimum annual scores as depicted in Table II(A) for college teachers. 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 considered for CAS promotion in 2013, one year API scores for 2012-13 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2014, two year average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period. However Relaxation in API score is applicable up to the period of 03 years only (till date 07.11.2015) from the issue of AICTE Regulations 2012 in official Gazette. Thereafter, API scores shall be implemented.

3.3 Incumbent and newly recruited lecturer, possessing Ph.D. Degree in the relevant discipline shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 6000 (stage 1) and eligible, for moving to the next higher grade of Rs. 7000 (stage 2) as lecturer (Senior Scale) after completion of four years service as Lecturer.

3.4 Incumbent and newly recruited lecturer, possessing M.Phil. Degree or a Post-Graduate in professional courses approved by the relevant statutory body shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs, 6000 (stage 1) and eligible, for moving to the next higher grade of Rs. 7000 (stage 2) as lecturer (Senior Scale) after completion of five years' service as Lecturer.

3.5 Incumbent and newly recruited lecturers with qualifications as per regulation in appropriate branch/discipline either entering the teaching profession newly or Lecturers already in service in Polytechnic Institutions shall be designated as Lecturer and shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 5400 in the AICTE based CAS scheme and will move to AGP of Rs. 6000 on completion of Master's qualification in appropriate branch/discipline. Further, Incumbent and newly recruited lecturer who do not have Ph.D. or a Master's degree in relevant branch/discipline of a program shall be eligible, for the AGP of Rs. 7000 (stage 2) as Lecturer (Senior Scale) only after completion of nine years' service as Lecturer.

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3.6 The upward movement from the entry grade (stage 1) or AGP 5400 to the next higher grade of Rs. 7000 (stage 2) as lecturer (Senior Scale) for all Lecturers shall be subject to their satisfying the API based PBAS conditions laid down by the AICTE in the Regulations.

3.7 Lecturer (Senior Scale) who has completed five years of service in the grade of Rs. 7000 (stage 2) shall be eligible subject to meeting the API based PBAS requirements laid down by these Regulations, to move up to next higher grade of Rs. 8000 (stage 3) as Lecturer (Selection Grade) in Pay Band of Rs. 15600-39100.

3.8 Lecturer (Selection Grade, Stage 3) completing three years of service in the grade of Rs. 8000 (stage 3) shall be eligible subject to the qualifying conditions and the API based PBAS requirements prescribed by these Regulations, to move to the Pay Band of Rs. 37400-67000 with next higher grade of Rs. 9000 (stage 4) and to be re-designated as Lecturer (Selection Grade).

However, those joining Service after 5th March, 2010 shall have also earned Ph.D. in addition to above mentioned requirements to move to the stage 4 subject to satisfying the required credit points as per API based PBS requirements as provided in table of Appendix-1.

Note:-

1. Extraordinary Leave period granted to accept invitation of teaching post, research cum teaching post, fellowship, academic administrative post or any other work of similar nature/importance is to be counted for the purpose of notional increment and CAS.

Extraordinary Leave sanctioned for the purpose other than mentioned above whether on medical ground or without medical ground is not countable for grant of Career Advancement Scheme.

2. API requirement of teachers appointed in Regulatory/ Advisory bodies & Funding Agencies of State/ Central Govt. on deputation/ Lien/Foreign service and working against Non-Teaching Post shall be as follows: ACR/self appraisal performance report shall be taken as equivalent to API, provided the candidate has scored at least "Very Good" and above rating in the ACR.

3. Orientation / refresher courses must be completed up to 31.12.2018 for promotion under 6th CAS in government Polytechnic Colleges.

4. Annual average API score is to be considered (API score under category I, II and III) for requirement of minimum API score/year. The maximum score limits for each set of API score under category I, II and III is to be considered annually.

5. For promotion under CAS and to be eligible for the grant of higher AGP, as stated at S.No. 3.1 to S.No. 3.8, the employee should satisfy the API based PBAS requirements and other conditions as laid down in APPENDIX-1, (Table I, II(A) and III).

6. Teachers of Non-Engineering stream who have been promoted on the higher cadre posts i.e. Senior lecturers/ HODs/ Principals prior to commencement of Rajasthan Technical Education (Non-Engineering) Service (Amendment) Rules. 2017 (hereinafter referred as said rules), who do not possess the qualifications of their higher cadre posts as per the said rules, will be given

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assured career progression similar to other State Government Employees permissible under Rajasthan Civil Services (Revised Pay) Rules, 2008.

7. The revised qualifications and experience will be required only for fresh appointees to the designated posts and will not be applicable for existing incumbents working on those positions. However, for further upward movement of the faculty under CAS/ promotion/appointment they have to acquire higher qualification, if any prescribed for the post.

This order bears the concurrence of the Finance Department vide I.D. no. 222400172 dated 20.06.2024

**Joint Secretary to the Government
Technical Education**

Copy Submitted and forwarded to:-

1. PS to Chairman, RPSC, Ajmer
2. PS to Secretary, Department of Technical Education, GOR
3. PS to Additional Chief Secretary, Department of Finance, GOR
4. Director, Technical Education, Jodhpur.

**Joint Secretary to the Government
Technical Education**

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TABLE - I

PROPOSED SCORES FOR ACADEMIC PERFORMANCE INDICATORS (API) IN RECRUITMENTS AND CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF 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.

S.no.	Nature of activity	Maximum Score
1.	Lecturers, seminars, tutorials, practical's, contact hours undertaken as percentage of lectures allocated*	50
2.	Lectures or other teaching duties in excess of the AICTE 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 AICTE norm for particular category of teacher. State Government may prescribe minimum cut-off (net of due leave), say 80 %, for

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. Department may detail the activities or in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

S.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 counselling)	20
2.	Contribution in 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
Total Score		50
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 in Colleges. The self-assessment score will be based on verifiable criteria and will be finalized by the screening/selection committee.

S.no.	API's	Engineering	Faculties of Languages Humanities/Social Science/ Management	Max. point for college teacher position
III A	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
		Seminar/ Conference proceedings as full papers etc. (Abstracts not to be included)	Conference proceedings as full papers, etc. (Abstracts not to be included)	International - 10 publications National - 5 publications

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 contributed to edited knowledge based volumes published by International Publishers	Chapters in knowledge based volumes in Indian/National level publishers with ISBN /ISSN numbers and with numbers of national and international directories	5 Chapter
		Chapters in knowledge based volumes by Indian/ National level publishers with ISBN/ISSN numbers and with numbers of national and international directories		
III (C)	RESEARCH PROJECTS			
III (C) (i)	Sponsored Projects carried out/ ongoing	Major Projects amount mobilized with grants above Rs. 30.0 lakh	Major Project amount mobilized with grants above Rs. 5.0 lakh	20 /each project
		Major Project's amount mobilized with grants above Rs.5.0 lakh up to Rs.	Major Projects Amount mobilized With minimum of Rs 3.00 lakh up to Rs 5.00 lakh	15/ each project

		30.00 lakh				
		Minor Projects (Amount mobilized with grants above Rs 50,000 up to Rs 5.0 lakhs)	Minor Projects (Amount mobilized with grants above Rs 25,000 up to Rs. 3.0 lakh)	10/ each project		
III(e) (ii)	Consultancy Projects carried out/ongoing	Amount mobilized with minimum of Rs. 3.00 lakh	Amount mobilized with minimum of Rs.1.0 lakh	10/ per every Rs. 3.0 lakh and Rs. 1.0 lakh 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 10 each minor Project		
III(C)(iv)	Projects Outcome Outputs	Major policy document of Govt. Bodies at Central and State level Patent/ Technology transfer Product/ Process	Major policy document of Govt. Bodies at Central and State level Patent/ Technology transfer Product/ Process	30 / each national level output or patent 50 /each for International level		
III (D)	RESEARCH GUIDANCE					
III (D)(i)	M.Phil./ M.E./ M.Tech	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 PAPERS WORKSHOP					
III (E)(i)	Attended Refresher courses, Methodology workshops, Training, Teaching Learning Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	Not less two weeks Duration	Not less two weeks Duration	20 each		
		One week duration	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	
				b) National	b) National	10 each
	c) Regional/State	c) Regional/State	5 / each			

		level	level	
		d) Local –College level	d) Local –College level	3 / each
III (E) (iii)	Invited lectures or presentations for conferences / Symposia	(a) International	(a) International	10 / each
		(b) National level	(b) National level	5 / each

* Wherever relevant to any specific discipline, the API score for papers 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 these Regulations and the 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 total score, if the number of authors are more, then the first two authors would share equally 60% of the total points and the remaining authors would share equally 40% of the points.

TABLE – II (A)
MINIMUM APIs AS PROVIDED IN TABLE-1(Appendix – I)
TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN POLYTECHNIC COLLEGES. AND WEIGHTAGES FOR EXPERT ASSESSMENT

		Lecturer (Sr. Scale):(stage 1 AGP 5400/ 6000 to stage 2 AGP 7000)	Lecturer (Sel. Grade):(stage 2 AGP 7000 to stage 3 AGP 8000)	Lecturer (Sel. Grade):(stage 3 AGP 8000 to stage 4 AGP 9000)
1	Teaching- learning Evaluation Relate Activities (Category I)	75 / Year	75 / Year	75 / Year
2	Co-Curricular Extension and Profession related activities (Category II)	15 / Year	15 / Year	15 / Year
3	Minimum total average annual Score under Categories I and II	100 / Year	100 / Year	100 / Year
4	Research and Academic Contribution (Category III)	10 / Year (40 /assessment Period)	20 / Year (100/ assessment Period)	30 / Year (90/ assessment Period)
5	Expert Assessment System	Screening Committee	Screening Committee	Screening Committee
6	Percentage Distribution of weightage Points in the Expert Assessment	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

(Total weightage - 100, Minimum required for promotion is 50)			and teaching practices, 20% Interview performance
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Explanatory note for Tables II(A)

- 1 Directorate of Technical Education will set up verifiable systems for the API related information required in these tables within THREE months of notification of this order. In order to facilitate this process, all teachers shall submit the duly filled-in Performance Based Appraisal System (PBAS) Performa to the Director annually.
- 2 However, in order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these Regulations from date of publication 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, if any, for one year only with the minimum average scores as depicted in Table II(A). This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre.
- 4 As shown in Table II(A), the aggregate minimum API score required can be earned from any of the two broad categories, subject to the minimum proscribed 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(A), 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.
- 7 If, however, on final assessment, candidates do not either fulfill the minimum criteria under Rows III and IV of Tables II(A) or obtain less than 50% in the expert assessments 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 period and is successful, the date of promotion will be deemed to be the minimum period of eligibility.
 - b) If however the candidate finds that she / he fulfils the eligibility conditions at a later date and applies on that date and is successful, her / his 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, her / his promotion will be deemed to be from the later date.

**TABLE - III
MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF TEACHERS IN COLLEGES**

S.No.	Promotion of Teachers through CAS	Service requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1.	Lecturer from Stage 1 to Stage 2	Lecturer in Stage 1 and completed four years of service with Ph.D. or five years of service who are	(i) Minimum API scores using PBAS scoring proforma developed by the concerned State Government as per

		with M. Phil. /PG Degree in Professional Courses such as, M.Tech, or six years of service who are without Ph.D./ M.Phil. /PG Degree in Professional Courses	<p>the norms provided in Table II (A) of Appendix I.</p> <p>(ii) One Orientation and one Refresher / Research Methodology Course of 2/3 weeks duration approved or conducted by AICTE / Central Govt. / State Govt./TEQIP/ CIILP/ISTE/ NITTTR / IIT/DTE / SBTE / University etc.</p> <p>(iii) Screening-cum-Verification process for recommending promotion.</p>
2.	Lecturer from Stage 2 to Stage 3	Lecturer with completed service of five years in Stage 2	<p>(i) Minimum API scores using PBAS scoring proforma developed by the concerned State Government as per the norms provided in Table II(A) of Appendix I</p> <p>(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 approved or conducted by AICTE / Central Govt. / State Govt./TEQIP/ CIILP/ ISTE/ NITTTR / IIT/DTE / SBTE University etc.</p> <p>(iii) Screening-cum-Verification process for recommending promotion.</p>
3.	Lecturer (Stage 3) to (Stage 4)	Lecturer with three years of completed service in Stage 3	<p>(i) Minimum API scores using PBAS scoring proforma developed by the concerned State Government as per the norms provided in Table II(A) of Appendix I</p> <p>(ii) At least three publications in the entire period as Lecturer (twelve years). However, in the ease of 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</p>

			<p>Training, Learning-Technology Programmes and Faculty Development Programmes of minimum one week duration approved or conducted by AICTE / Central Govt. / State Govt./TEQIP/ CHILP/ISTE/ NITTTR / IIT/DTE / SBTE / University etc.</p> <p>(iv) A selection committee process as stipulated in these Regulation and in Tables III(A) of Appendix I</p>
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