

Implementation of Career Advancement Scheme to the Teachers covered under 6th Pay Commission by the University Grants Commission.

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P.O. KRISHINAGAR, AKOLA.**

Read : 1.UGC Regulations on Minimum Qualifications for appointment of Teachers and Measures for Maintenance of Standards in Higher Education dated 30.06.2010.
2.Ammendments to the Statutes 1990 published in the Gazette of Government of Maharashtra dated 25.03.2014 and circulated by the Government of Maharashtra vide its letter No. मकृप २०१२ / प्र.क्र.११४ /७-अ dated 22.05.2014.

CIRCULAR

No.BBA/CAS/2014

Dated the 11th September, 2014.

The Government of Maharashtra in Agriculture, Animal Husbandry and Dairy Development & Fisheries Department vide its Resolution No.AUG-1109 / CR 252 /6-A dated 18.03.2010 has implemented the scheme of revised Pay Scales for the cadre of 'Teachers'.

The University Grants Commission has formulated and implemented Regulations on Minimum Qualifications for appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for Maintenance of Standards in Higher Education vide its Regulations dated 30.06.2010 wherein detailed regulations have been provided for implementations of Career Advancement Scheme for 'Teachers' working in Universities and Colleges.

The basic premise of this Career Advancement Scheme is to award Higher Academic Grade Pay to the 'Teachers' who fulfill the requisite criterion provided in the University Grants Commission Regulations referred under preamble at Sr.No.1.

Pursuant to the application of these Regulations, it had become necessary to make suitable amendments to the concerned Statute in MAU (KV) Statutes 1990. Therefore the Government of Maharashtra vide it's Gazette mentioned in the pre-ambule at Sr.No.(2) thought it necessary to amend the said statutes with the concurrence of the Chancellor so that to make the applications in consonance with UGC and ICAR, New Delhi.

Therefore, in exercise of the powers conferred by Sub-section (6) of Section 38 of MAU (KV) Act, 1983, the Govt. of Maharashtra with the concurrence of the Chancellor amended the MAU (KV) Statutes, 1990. The said amendments have been provided to this University by the Govt. of Maharashtra in Agriculture, Animal Husbandry and Dairy Development & Fisheries Department vide its letter dated 22/05/2014.

After coming into effect of these amendments, the implementation of Career Advance Scheme provided in the regulation has become viable.

Therefore, as per provision 6.3.1 in the UGC Regulation mentioned at Sr.No.(1), those Teachers who have become eligible on or after 31/12/2008 in the University, wishes to be considered for promotion under CAS may submit in writing to this Office, with three months in advance of the due date along with fulfills all qualifications under CAS and submit to the University the Performance Based Appraisal System proforma as provided by the Govt. of Maharashtra vide it's amendments to the Statutes mentioned above, which are also available on the University website, duly supported by all credentials as per API guidelines set out in the above referred Regulations.

Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the Regulations 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 and the date of promotion shall be the date on which he/she has successfully got re-assessed.

The applications received to this Office along with their credentials will be put up before the Screening cum Evaluation Committee for CAS promotion. The Screening cum Evaluation Committee on evaluation/verification of API score by the candidate through the 'PBAS' methodology and as per the minimum requirement specified shall recommend to the Executive Council of the University about the suitability for the promotion of the candidate(s) under CAS for implementation.

The incumbent Teacher must be on the role and activity of the service in the University on the date of consideration by the Selection Committee for Selection/CAS promotion.

Candidates shall offer themselves for assessment for promotion, if they fulfill the minimum API scores by submitting an application and the required PBAS 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.

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% marks in expert assessment, such candidates will be re-assessed only after a minimum period of one year.

If the candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.

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

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

STAGES OF PROMOTION UNDER CAREER ADVANCEMENT SCHEME OR INCUMBENT AND NEWLY APPOINTED ASSISTANT PROFESSORS / ASSOCIATE PROFESSORS/PROFESSORS

An entry level Assistant Professors (Stage 1) would be eligible for promotion under the Career Advancement Scheme (CAS) through two successive stages (Stage 2 and Stage 3), provided they are assessed to fulfill the eligibility and performance criteria as laid out in Clause 6.3. of this Regulation.

An entry level Assistant Professor, possessing Ph.D. in the relevant discipline shall be eligible, for moving to the next higher grade (Stage 2) after completion of four years service as Assistant Professor.

An entry level Assistant Professor possessing M. Phil degree or Post Graduate Degree in professional courses, approved by the relevant statutory body, such as LL.M. / M. Tech. etc. shall be eligible for the next higher grade (Stage 2) after completion of five years service as Assistant Professor.

An entry level Assistant Professor who does not have Ph.D. or M. Phil, or a Master's Degree in the relevant professional course, shall be eligible for the next higher grade (Stage 2) only after completion of six years service as Assistant Professor.

The upward movement from the entry level grade (Stage 1) to the next higher grade (Stage 2) for all Assistant Professors shall be subject to their satisfying the API based PBAS conditions laid down by the UGC in this Regulation.

Assistant Professor who have completed five years of service in the second grade (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 (stage 3).

Assistant Professor completing three years of teaching in their grade (stage 3) shall be eligible, subject to the qualifying conditions and the API based PBAS requirements prescribed by these Regulations, to move to the next higher grade (staged 4) and to be designated as Associate Professor.

Associate Professor completing three years of service in stage 4 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and be placed in the next higher grade (stage 5), subject to--

(a) satisfying the required credit points as per API based PBAS methodology provided in Table I-III of Appendix IV stipulated in these Regulations and (b) an assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor. Provided that no teacher, other than those with a Ph.D. shall be promoted or appointed as Professor.

In the case of Associate Professor in Colleges, promotion to the post of Professor under CAS shall be further subject to Clause 6.5.1 and 6.5.2 of this Regulation.

Ten per cent of the positions of Professors in a university, with a minimum of ten years of teaching and research experience as Professor either in the pre-revised scale of the Professor's pay or the revised scale pay will be eligible for promotion to the higher grade of Professorship (stage 6) on satisfying the required API score as per Tables I and II through the PBAS methodology stipulated in these Regulations through a duly constituted Exert committee, and such teachers promoted to the higher grade shall continue to be designated as 'Professor'. As this AGP elevation for Professor is applicable to only university departments, additional credentials are to be evidenced by:

- (a) Post-doctoral research outputs of higher standard;
- (b) awards / honours /and recognitions;
- (c)Additional research degrees like D.Sc., D.Litt., LID etc; patents and IPR on products and processes developed / technology transfer achieved in the case of teachers in science and technology.

The selection is to be conducted by the university by receiving duly filled PBAS proformas from eligible Professors based on seniority, three times in number of the available vacancies in each faculty. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The assessment process shall be through an Expert Committee evaluation of all credentials submitted as stipulated in Table-II(A) of Appendix-III for teachers in University departments. No separate interview need to be conducted for this category.

By order and with the approval of the Hon'ble Vice-Chancellor.

Sd/-
Registrar,
Dr.P.D.K.V., Akola.

No.BBA/CAS/2014.

Dated the 11th September, 2014

Copy f.w.cs for information and necessary action to--

1. The Dean, Faculty of Agri. & Director of Instruction / Faculty of Agril. Engg.,
Dr.PDKV., Akola.
2. The Director of Extension Education / Dir. Of Research, Dr.PDKV., Akola.
3. The Associate Dean (All) _____
4. The Head, Department of (All) _____
5. The Pro-cum-Head, Deptt. of (All) _____
6. The Associate Director of Research, Z.A.R.S., Yavatmal / Sindewahi.
7. The Senior Research Scientist (All) _____
8. The Chief Scientist, Dry Land Agril. Res. Project, Dr.PDKV., Akola.
9. The C.S.P.O., C.D.F., Wani-Rambhapur.
10. The Research Engineer, P.H.T.Scheme, Dr.PDKV., Akola.
11. The Officer Incharge, A.R.S. (All) _____
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16. The Head, Regional Res. Center, Amravati.
17. The Chief Agronomist, IFSR, Dr.PDKV., Akola.
18. The Agronomist, E.C.F. Scheme, R.R.C., Amravati.
19. The Officer Incharge, _____
20. The Comptroller / University Librarian / University Engineer, Dr.PDKV., Akola.
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Copy forwarded for information to :

- 1) The Deputy Registrar (Acad.), Dr.PDKV, Akola.
- 2) The Technical Secretary to V.C., Dr.PDKV, Akola.
- 3) The Pay & Accounts Officer, Dr.PDKV., Akola / Agri. College Campus, Nagpur.
- 4) P.A. to Vice-Chancellor / Registrar, Dr.PDKV, Akola.
- 5) _____


Registrar,
Dr.P.D.K.V., Akola.