

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

**DR. PANJABRAO DESHMUKH KRISHI VIDYAPEETH,
P.O. KRISHINAGAR, AKOLA.**

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Read : Executive Council Resolution No.EC/35/2015 dated 12th June, 2015.

Preamble :

The University Grants Commission vide its regulations dated 30.06.2010 has prescribed Career Advancement Scheme to the Teachers covered under 6th Pay Commission. This scheme shall be applicable to the Teachers becoming eligible after 31st December, 2008. The Government of Maharashtra vide its letter dated 22/05/2014 amended the MAU Statutes 1990 and provided Maharashtra Agricultural Universities (Krishi Vidyapeeths) (First Amendment) Statute 2014. Vide these Statutes the minimum qualifications criteria and process for appointment of teachers both by Promotion and Nomination as well as the implementation of Career Advancement Scheme has been provided.

As per the provisions laid down under Statute 75, the Executive Council has the powers to frame regulations regarding assessment, keeping of records etc. of the Selection Board. Accordingly, Executive Council of the University has framed the regulations for recruitment of Teachers as well as implementation of Career Advancement Scheme vide its resolution mentioned under reference.

CIRCULAR

No.BBA/CAS/2015/2190

Dated the 9th October, 2015

As per the provisions laid down under Table 7 of Annexure II of Statute 52 of MAU Statute (First Amendment) Statute 2014 the Career Advancement Scheme consist of following stages.

Sr. No.	Stages	Upward Movement of AGP
1.	Assistant Professor / equivalent cadre from Stage 1 to Stage 2	Rs.15600-39100 AGP Rs.7000/-
2.	Assistant Professor / equivalent cadre from Stage 2 to Stage 3	Rs.15600-39100 AGP Rs.8000/-
3.	Assistant Professor / equivalent cadre from Stage 3 to Associate Professor Stage 4 (Designated Associate Professor)	Rs.37400-67000 AGP Rs.9000/-
4.	Associate Professor / equivalent cadre from Stage 4 to Professor Stage 5	Rs.37400-67000 AGP Rs.10000/-
5.	Professor Stage 5 to Professor Stage 6 (as envisaged in the UGC Regulation No.6.4.10)	HAG 67000/- (Annual increment @ 3%)- Rs.79000/- without Grade Pay

The Teachers should confirm their eligibility for award of Career Advancement Scheme with the conditions provided in the Table 7 of the Statute referred above. On the confirmation of the fulfillment of criteria the Teacher willing for award of Career Advancement Scheme may submit his information in the relevant proforma available on the University web-site for

**MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR
PROMOTION OF ACADEMIC STAFF THROUGH CAREER ADVANCEMENT
SCHEME.****ANNEXURE-AP-CAS-I
(STAGE 1 TO STAGE 2)**

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TABLE 7 OF APPENDIX II OF STATUTE-52.

Name of the Assistant Professor _____.

Discipline : _____.

Office of Assistant Professor _____.

1.	Date of appointment as Assistant Professor in Stage 1		
2.	Date of award of Ph.D. degree		
3.	Service Requirement		
A)	Date of completion of FOUR years service in Stage 1 with Ph.D.		
B)	Date of completion of FIVE years service in Stage 1 with M.Phil / P.G. degree in professional course such as M.Tech., M.V.Sc.		
C)	Date of completion of SIX years service in Stage 1 without Ph.D./ M.Phil./ PG degree in Professional Course.		
4.	Minimum API Scores as per Service Requirement above.		
A) For the candidates having FOUR years service in Stage 1 with Ph.D.		Year of Assessment	
Category I Minimum Score required 75 / year			
Category II Minimum Score required 15 / year			
Category (I+II)* Minimum Score required 100/ year			
Category III Minimum Score required 10 / year			
Total Score for Assessment Period Minimum Score required 40			
B) For the candidates having FIVE years service in Stage 1 with M.Phil / P.G. degree in professional course such as M.Tech., M.V.Sc.		Year of Assessment	
Category I Minimum Score required 75 / year			
Category II Minimum Score required 15 / year			
Category (I+II)* Minimum Score required 100/ year			
Category III Minimum Score required 10 / year			
Total Score for Assessment Period Minimum Score required 40			

C) For the candidates having SIX years service in Stage 1 without Ph.D./ M.Phil./ PG degree in Professional Course.	Year of Assessment					
Category I Minimum Score required 75 / year						
Category II Minimum Score required 15 / year						
Category (I+II)* Minimum Score required 100/ year						
Category III Minimum Score required 10 / year						
Total Score for Assessment Period Minimum Score required 40						

*Teacher may score 10 points from either Category I or Category II to achieve the minimum score required under Category (I+II).

5.	Refresher / Research Methodology Courses 2 to 3 week duration (Minimum two)		
Sr. No.	Title of the Activities	Name & Address of the Host Organization	Duration
			From To
1	2	3	4
1.			
2.			

Signature of incumbent _____

Name :

Designation :

The above information is verified from original record and found correct.

Signature of Head of Office _____

Name & Designation :

Office Seal

Signature of Controlling Officer _____

Name & Designation :

Office Seal

**MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR
PROMOTION OF ACADEMIC STAFF THROUGH CAREER ADVANCEMENT
SCHEME.**

ANNEXURE-AP-CAS-II

(STAGE 2 TO STAGE 3)

TABLE 7 OF APPENDIX II OF STATUTE-52.

Name of the Assistant Professor _____.

Discipline : _____.

Office of Assistant Professor _____.

1.	Date of appointment as Assistant Professor in Stage 1	
2.	Date of award of Ph.D. degree	
3.	Service Requirement	
	Date of award of CAS in Stage 2	
	Date of completion of FIVE years service in Stage 2.	
4.	Minimum API Scores as per Service Requirement above.	
For the candidates having FIVE years service in Stage 2		Year of Assessment
Category I Minimum Score required 75 / year		
Category II Minimum Score required 15 / year		
Category (I+II)* Minimum Score required 100/ year		
Category III Minimum Score required 20 / year		
Total Score for Assessment Period Minimum Score required 100		

*Teacher may score 10 points from either Category I or Category II to achieve the minimum score required under Category (I+II)

5.	One course or programme from among the categories of Methodology Workshop, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development programmes and Faculty Development Programme of two to three week duration.		
Sr. No.	Title of the Activities	Name & Address of the Host Organization	Duration
			From To
1	2	3	4
1.			
2.			

Signature of incumbent _____

Name :

Designation :

The above information is verified from original record and found correct.

Signature of Head of Office _____

Name & Designation :

Office Seal

Signature of Controlling Officer _____

Name & Designation :

Office Seal

**MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR
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SCHEME.**

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ANNEXURE-AP-CAS-III

(STAGE 3 TO STAGE 4)

TABLE 7 OF APPENDIX II OF STATUTE-52.

Name of the Assistant Professor _____.

Discipline : _____.

Office of Assistant Professor _____.

1.	Date of appointment as Assistant Professor in Stage 1	
2.	Date of award of Ph.D. degree	
3.	Service Requirement	
	Date of award of CAS in Stage 3	
	Date of completion of THREE years service in Stage 3.	
4.	Minimum API Scores as per Service Requirement above.	
For the candidates having THREE years service in Stage 3		Year of Assessment
Category I Minimum Score required 75 / year		
Category II Minimum Score required 15 / year		
Category (I+II)* Minimum Score required 100/ year		
Category III Minimum Score required 30 / year		
Total Score for Assessment Period Minimum Score required 90		
Score under category III for entire career		

*Teacher may score 10 points from either Category I or Category II to achieve the minimum score required under Category (I+II)

5.	At least three publications in the entire period as Assistant Professor (12 Years).		
	Title of Research Paper	Name of publication	Year of publication
1	2	3	4
1.			
2.			
3.			

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6.	One course or programme from among the categories of Methodology Workshop, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programme of minimum one week duration.		
Sr. No.	Title of the Activities	Name & Address of the Host Organization	Duration
			From To
1	2	3	4
1.			
7	Contribution to Research- (Max. Marks-30)		Marks scored
	These marks will be calculated by considering the maximum limit of 600 marks in Category III. e.g. If candidate obtains 600 marks in Category III he will get full 30 marks and the marks will be calculated proportionately below the maximum limit prescribed above.		

Signature of incumbent _____

Name :

Designation :

The above information is verified from original record and found correct.

Signature of Head of Office _____

Name & Designation :

Office Seal

Signature of Controlling Officer _____

Name & Designation :

Office Seal

**MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR
PROMOTION OF ACADEMIC STAFF THROUGH CAREER ADVANCEMENT
SCHEME.****ANNEXURE-ASP-CAS-VIII****(STAGE 4 TO STAGE 5)****TABLE 7 OF APPENDIX II OF STATUTE-52.**

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Name of the Associate Professor _____.

Discipline : _____.

Office of Associate Professor _____.

1.	Date of appointment as Associate Professor in Stage 4	
2.	Date of award of Ph.D. degree	
3.	Service Requirement	
	Date of completion of three years of service as Associate Professor in Stage 4	
4.	Minimum API Scores as per Service Requirement above.	
	For the candidates having THREE years service in Stage 4	Year of Assessment
	Category I Minimum Score required 75 / year	
	Category II Minimum Score required 15 / year	
	Category (I+II)* Minimum Score required 100/ year	
	Category III Minimum Score required 40 / year	
	Total Minimum Score for Assessment Period Score required 120 {Staff members may combine two assessment periods (in stage 2 and Stage 3) to achieve minimum API scores, if required.}	
	Score under category III for entire career	

*Teacher may score 10 points from either Category I or Category II to achieve the minimum score required under Category (I+II)

5.	At least five publications since the period that the academic staff is placed in stage 3.		
	Title of Research Paper	Name of publication	Year of publication
1	2	3	4
1.			
2.			
3.			
4.			
5.			

(STAGE 4 TO STAGE 5)

6	Contribution to Research- (Max. Marks-50)	Marks scored
	These marks will be calculated by considering the maximum limit of 600 marks in Category III. e.g. If candidate obtains 600 marks in Category III he will get full 50 marks and the marks will be calculated proportionately below the maximum limit prescribed above.	
7	Domain Knowledge and Teaching Practices (Max.Marks 30) Average of the marks given by the individual member of the Selection Board.	
8	Interview Performance (Max.Marks 20) Average of the marks given by the individual member of the Selection Board.	
	Total (7+8+9) Minimum Required score 50	
9	Domain Knowledge & Teaching Skills (Max.Marks 30)	
	a) Content of Topic (Max.Marks 10)	
	b) Communication Skills (Max.Marks 10)	
	c) Answering Ability (Max.Marks 10)	
10	Personal Interview (Max.Marks 20)	

Signature of incumbent _____

Name :

Designation :

The above information is verified from original record and found correct.

Signature of Head of Office _____

Name & Designation :

Office Seal

Signature of Controlling Officer _____

Name & Designation :

Office Seal

**MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR
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SCHEME.**

**ANNEXURE-PROF-CAS-IX
(STAGE 5 TO STAGE 6)**

TABLE 7 OF APPENDIX II OF STATUTE-52.

Name of the Professor _____.

Discipline : _____.

Office of Professor _____.

1.	Date of appointment as Professor in Stage 5	
2.	Date of award of Ph.D. degree	
3.	Service Requirement	
	Date of completion of ten years of service as Professor in Stage 5	
4.	Minimum API Scores as per Service Requirement above.	
For the candidates having THREE years service in Stage 4		Year of Assessment
Category I Minimum Score required 75 / year		
Category II Minimum Score required 15 / year		
Category (I+II)* Minimum Score required 100/ year		
Category III Minimum Score required 50 / year		
Total Minimum Score for Assessment Period Score required 500		
Score under category III for entire career		

*Teacher may score 10 points from either Category I or Category II to achieve the minimum score required under Category (I+II)

5.	Post Doctoral Research outputs of High Standards	
6.	Award / honours / recognitions / patent and IPR on products and process developed / technology transfer achieved ; and	
7.	Additional research degrees like D.Sc., D.Litt., etc.	
8.	Contribution to Research (Max.Marks 50)	
9.	Performance Evaluation & other credential by referral procedure (Max.Marks 50)	

Signature of incumbent _____

Name & Designation :

Office Seal :

The above information is verified from original record and found correct.

Signature of Head of Office _____

Name & Designation :

Office Seal

Signature of Controlling Officer _____

Name & Designation :

Office Seal

I) Instructions for submission of the proposals for the CAS ANNEXURE-AP-CAS-I STAGE 1 TO STAGE 2.

Sr. No.	Item No. in the Annexure	Details
1	1	A copy of appointment order be enclosed.
2	2	A copy of PG / Ph.D. (whichever is applicable) degree certificate or provisional degree certificate be enclosed.
3	3A	Clear date be mentioned as per the appropriate category of the incumbent.
	3B	
	3C	
4	4	The API scores shall be applicable from the Academic Year starting with 01/07/2010. Only the scores be mentioned in the table. A copy of the Score Card issued by the IQAC of the University be enclosed.
5	5	A copy of the appropriate certificate clearly mentioning the organizing body/institute, subject and duration of the Activity.

II) Instructions for submission of the proposals for the CAS ANNEXURE-AP-CAS-II STAGE 2 TO STAGE 3.

Sr. No.	Item No. in the Annexure	Details
1	1	A copy of appointment order be enclosed.
2	2	A copy of degree certificate or provisional degree certificate be enclosed order be enclosed.
3	3	A copy of the order of award of CAS under Stage 2 be enclosed.
4	4	The API scores shall be applicable from the Academic Year starting with 01/07/2010. Only the scores be mentioned in the table. A copy of the Score Card issued by the IQAC of the University be enclosed.
5	5	A copy of the appropriate certificate clearly mentioning the organizing body/institute, subject and duration of the Activity.

III) Instructions for submission of the proposals for the CAS ANNEXURE-AP-CAS-II STAGE 3 TO STAGE 4.

Sr. No.	Item No. in the Annexure	Details
1	1	A copy of appointment order be enclosed.
2	2	A copy of degree certificate or provisional degree certificate be enclosed order be enclosed.
3	3	A copy of the order of award of CAS under Stage 3 be enclosed.
4	4	The API scores shall be applicable from the Academic Year starting with 01/07/2010. Only the scores be mentioned in the table. A copy of the Score Card issued by the IQAC of the University be enclosed.
5	5	Complete copies of the research papers be enclosed.
6	6	A copy of the appropriate certificate clearly mentioning the organizing body/institute, subject and duration of the Activity.
7	7	A copy of the Score Card issued by the IQAC of the University be enclosed.

IV) Instructions for submission of the proposals for the CAS ANNEXURE-AP-CAS-II STAGE 4 TO STAGE 5

Sr. No.	Item No. in the Annexure	Details
1	1	A copy of appointment order be enclosed.
2	2	A copy of degree certificate or provisional degree certificate be enclosed order be enclosed.
3	3	A copy of the order of award of CAS under Stage 4 be enclosed.
3	4	The API scores shall be applicable from the Academic Year starting with 01/07/2010. Only the scores be mentioned in the table. A copy of the Score Card issued by the IQAC of the University be enclosed.
4	5	Complete copies of the research papers be enclosed.
5	6	A copy of the Score Card issued by the IQAC of the University be enclosed.

**V) Instructions for submission of the proposals for the CAS ANNEXURE-AP-CAS-II STAGE 5
TO STAGE 6**

Sr. No.	Item No. in the Annexure	Details
1	1	A copy of appointment order be enclosed.
2	2	A copy of degree certificate or provisional degree certificate be enclosed order be enclosed.
3	3	A copy of the order of award of CAS under Stage 5 be enclosed.
4	4	The API scores shall be applicable from the Academic Year starting with 01/07/2010. Only the scores be mentioned in the table. A copy of the Score Card issued by the IQAC of the University be enclosed.
5	5	Appropriate copies of certificate be enclosed.
6	6	Appropriate copies of certificate be enclosed.
7	7	Appropriate copies of certificate be enclosed.
8	8	A copy of the Score Card issued by the IQAC of the University be enclosed.
9	9	Be kept blank for office use.