# ELIGIBILITY CONDITIONS FOR PROMOTIONS UNDER C.A.S.

**Minimum Academic Performance and Service Requirements for Promotion of Teachers in Universities and Colleges**

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Promotion of Teachers through CAS</th>
<th>Service requirement</th>
<th>Minimum Academic Performance Requirements and Screening/Selection Criteria</th>
</tr>
</thead>
</table>
| 1.     | Assistant Professor/equivalent cadres from Stage 1 to Stage 2 | Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M.Phil/PG Degree in Professional Courses such as LLM, M.Tech, M.V.Sc., M.D., or six years of service who are without Ph.D/M.Phil/PG Degree in Professional Courses | (i) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table II(A)/II(B) of Appendix III.  
(ii) One Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration.  
(iii) Screening cum Verification process for recommending promotion. |
| 2.     | Assistant Professor/equivalent cadres from Stage 2 to Stage 3 | Assistant Professor with completed service of five years in Stage 2. | (i) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table II(A)/II(B) of Appendix III  
(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.  
(iii) Screening cum Verification process for recommending promotion. |
| 3.     | Assistant Professor (Stage 3) to Associate Professor (Stage 4) | Assistant Professors with three years of completed service in Stage 3. | (i) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table II(A)/II(B) of Appendix III  
(ii) At least three publications in the entire period as Assistant Professor (twelve years). However, in the case 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.  
(iii) One course / programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration.  
(iv) A selection committee process as stipulated in this regulation and in Tables II(A) and II(B) of Appendix III. |
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| 4.     | Associate Professor (Stage 4) Professor/ equivalent cadres (Stage 5) | Associate Professor with three years of completed service in Stage 4. | (i) Minimum yearly/cumulative API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table II(A)/II(B) of Appendix III. Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.  
(ii) A minimum of five publications since the period that the teacher is placed in Stage 3.  
(iii) A selection committee process as stipulated in this regulation and in Tables II(A) and II(B) of Appendix III. |

*NOTE: For any further details, please go through the University Grants Commission website*

**MINIMUM POINT NORMS OF THE API AS PROVIDED IN TABLE I AND WEIGHTAGES FOR EXPERT ASSESSMENT TO BE APPLIED FOR THE PROMOTION OF TEACHERS, IN COLLEGES (UG AND PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)**

<table>
<thead>
<tr>
<th>I</th>
<th>Teaching-learning, Evaluation Related Activities (Category – I)</th>
<th>Assistant Professor/ equivalent cadres Stage 1 to Stage 2: 75/Year</th>
<th>Assistant Professor/ equivalent cadres Stage 2 to Stage 3 75/Year</th>
<th>Assistant Professor (Stage 3) to Associate Professor/ equivalent cadre (Stage 4) 75/year</th>
<th>Associate Professor to Professor Promotion in Colleges (Stage 5) as per assigned posts 75/year</th>
</tr>
</thead>
<tbody>
<tr>
<td>II</td>
<td>Co-curricular, Extension and Profession related activities (Category – II)</td>
<td>15/Year</td>
<td>15/Year</td>
<td>15/Year</td>
<td>15/Year</td>
</tr>
<tr>
<td>III</td>
<td>Minimum total average annual score under Categories I and II*</td>
<td>100/Year</td>
<td>100/Year</td>
<td>100/Year</td>
<td>100/Year</td>
</tr>
<tr>
<td>IV</td>
<td>Research and Academic Contribution (Category III)</td>
<td>5/Year (20/assessment period)</td>
<td>10/Year (50/assessment period)</td>
<td>15/Year (45/assessment period)</td>
<td>20/Year (60/assessment period)</td>
</tr>
<tr>
<td>V</td>
<td>Expert Assessment System</td>
<td>Screening Committee</td>
<td>Screening Committee</td>
<td>Selection Committee</td>
<td>Selection Committee</td>
</tr>
</tbody>
</table>

* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.  
Note: For universities for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4 and 5 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively.
No. S.II (7)/CAS-Committee/2013

Visakhapatnam
Dt: 01-06-2013

PROCEEDINGS OF THE VICE-CHANCELLOR

Sub: Estt - T.S. - Consideration of past service for Career Advancement Scheme (CAS) - Orders - Issued.

Read: 1. Proceedings of the Vice-Chancellor even No. dated 26-04-2013
2. Minutes of the meeting of the committee dated 13-05-2013

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ORDER:

The Vice-Chancellor having considered the minutes of the meeting of the Committee (2) read above, is pleased to order that the following resolutions to be considered for past service.

1. Placement in a specific stage and pay scale of that stage by the duly constituted selection committee of the Andhra University shall be taken as the basis for subsequent stages under CAS.
2. Qualifications and service of the relevant stage under CAS shall be as per G.O.Ms.No.14, dated 20-02-2010 (Appendix-II).
3. Date of award of M.Tech. / M.Phil / Ph.D., should be mentioned.
4. Date on which a teacher is placed in Rs.12,000/- to 18,300/- scale of pay with eligible service and the date of placement in the scale Rs.37,000/- to 67,000/- and AGP of Rs.9,000/- with eligible service shall be considered for Professor under CAS.

(BY ORDER)

(T. CHITTI BABU)
DEPUTY REGISTRAR (ACADEMIC)

Copies to:
Dean, Academic Affairs, CAO, AU
The Secretary to Vice-Chancellor, CAO, AU
Steno to Rector & P.A. to Registrar, CAO, AU