



JAMMU UNIVERSITY TEACHERS ASSOCIATION (JUTA)



No. JUTA/19-21/110

Dated: 15/07/2020

Prof. Manoj K. Dhar,
Vice Chancellor,
University of Jammu

Subject: Career Advancement based Interaction and UGC regulations 2010.

Respected Sir,

With due regards, I would like to bring to your notice that CAS issues of the faculty members need to be addressed urgently as these are causing pain and anguish among them. I wish to draw your attention to the following seeking your kind necessary intervention:

- 1) University of Jammu adopted UGC regulations as Minimum Qualifications for the Appointment of Teachers and Other Academic Staff in the University and Measures for the Maintenance of Standards in Higher Education, notified by UGC vide letter No. F-3-1/2009; Dated:30-06-2010, except the age of superannuation.
- 2) UGC regulations 2010, specifically mentioned placement under CAS from Stage 1 to Stage 2, and from Stage 2 to Stage 3 of Assistant Professors on the basis of Screening only (**Enclosure 1 and 2**), and from Stage 3 to 4 (Assistant Professor to Associate Professor) on the basis of Selection Committee (**Enclosure 1 and 2**).
- 3) The University of Jammu, being NAAC A+, should adhere to the UGC regulations for the promotion/placement of the Assistant Professors under Career Advancement Scheme (CAS). **There should be no interaction (physical or online) of the faculty members, and screening cum evaluation-based placement should be the norm of the University. Furthermore, six-month time line** as per UGC guidelines must be followed for CAS promotions. JUTA Executive holds the same view, and the minutes were communicated to your good self in this regard. They were also communicated via email dated July 8, 2020, under Assistant Professors Issues.
- 4) Your good-self is requested to discontinue the present practice of interaction (**physical or online**) of the faculty members for CAS based promotions (Stage 1 to Stage 2 and Stage 2 to Stage 3) at the earliest possible. All faculty members who have already been screened by the Screening Committee, as per UGC regulations, can be promoted by the University Order without any further delay.
- 5) However, online interviews may please be conducted at the earliest possible under CAS for promotion from Stage 3 to Stage 4 (Associate Professor) to expedite the long pending promotions of the faculty members.

With best regards

Prof. Neeru Sharma,
President JUTA

Enclosure 1: Selection Criterion under CAS

Enclosure 2: Service requirement under CAS.

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**UGC REGULATIONS
ON MINIMUM QUALIFICATIONS
FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES
AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN
HIGHER EDUCATION
2010**

*To be published in the Gazette of India
Part III Sector 4*

**University Grants Commission
Bahadur Shah Zafar Marg
New Delhi-110002.**

No.F.3-1/2009

30 June, 2010

In exercise of the powers conferred under clause (e) and (g) of sub-section (1) of Section 26 of University Grants Commission Act, 1956 (3 of 1956), and in pursuance of the MHRD O.M.No.F.23-7/2008-IFD dated 23rd October, 2008, read with Ministry of Finance (Department of Expenditure) O.M.No.F.1-1/2008-IC dated 30th August, 2008, and in terms of the MHRD Notification No.1-32/2006-U.II/U.I(1) issued on 31st December, 2008 and in supersession of the University Grants Commission (Minimum Qualifications Required for the Appointment and Career Advancement of Teachers in Universities and Institutions affiliated to it) Regulations, 2000, issued by University Grants Commission vide Regulation No. F.3-1/2000 (PS) dated 4th April, 2000, together with all amendments made therein from time to time, the University Grants Commission hereby frames the following Regulations, namely:-

APPENDIX - III TABLE - II (A)

**MINIMUM APIS AS PROVIDED IN APPENDIX - III TABLE I TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER
ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS, AND WEIGHTAGES FOR EXPERT ASSESSMENT**

	Assistant Professor/ equivalent cadres: (Stage 1 to Stage 2)	Assistant Professor/ equivalent cadres: (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Associate Professor/ equivalent cadres (Stage 4)	Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5)	Professor (Stage 5) to Professor (Stage 6)
I Teaching-learning, Evaluation Related Activities (category I)	Only Screening as per UGC regulations		Selection committee as per UGC regulations		75/year
II Co-curricular, Extension and Profession related activities (Category II)	Only Screening as per UGC regulations		Selection committee as per UGC regulations		15/Year
III Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year	100/Year
IV Research and Academic Contribution (Category III)	10/Year (40/assessment period)	20/Year (100/assessment Period)	30/Year (90/assessment period)	40/Year (120/assessment period)	50/Year (500/assessment period)
Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee	Expert Committee
V Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)	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 and teaching practices. 20% - Interview performance	50% - Contribution to Research, 30% - Assessment of domain knowledge and teaching practices. 20% - Interview performance	50% - research. 50% - Performance evaluation and other credential by referral procedure

* 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, 5 and 6 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively

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

S. No.	Promotion of Teachers through CAS	Service requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
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.

Only Screening cum verification as per UGC regulations

Only Screening cum verification as per UGC regulations

UGC regulations 2010 has no scope of interaction in any form (physical or online) of the faculty members for promotion under CAS from Stage 1 to 2 and Stage 2 to 3 as highlighted above. University of Jammu has already adopted the UGC regulations 2010, therefore placement of the faculty under CAS should strictly adhere to UGC guidelines.

The present practice of interaction can be dropped to fasten the process of CAS promotions in a time bound manner (six months from the date of application submitted).

Once API score and other components (UGC regulations) have been verified by the Screening Committee, the placement of the applicant can be notified without undergoing any interaction, the later not only goes against UGC regulations but also slows down the very process of CAS procedure and also incur financial burden on the University without being really required.