

ACHARYA N.G. RANGA AGRICULTURAL UNIVERSITY

Administrative Office : Lam, Guntur - 522 034, Andhra Pradesh

Proc.No.17014/Ser.II/A2/2019

Dated:30.10.2019

Sub: ANGRAU – Estt. – Revised UGC Pay Scales of 2016 for the Teachers – Implementation of Career Advancement Scheme for Teachers of ANGRAU – ANGRAU Teachers Career Advancement Scheme Regulations 2016 – Orders – Issued.

Ref: 1. G.O.Ms.No.14, Higher Education (UE.II) Department Dated 13.02.2019 of the Principal Secretary to Government, A.P. Secretariat, Valagapudi.
2. Proc.No.1248/BG/2019, dt:22.02.2019.

In exercise of the powers conferred by sub-section (i) of Section 40 of the APAU Act, 1963 (Andhra Pradesh Act 24 of 1963) read with statute 2 of the additional statute made by the Board of Management with prior approval of the Government and issued in University Proceedings No.50/Stat./65, dated: 27th July, 1965 hereby makes the following Regulations:

REGULATIONS GOVERNING CARRER ADVANCEMENT SCHEME IN ACHARYA N.G. RANGA AGRICULTURAL UNIVERSITY

Short Title and Commencement:

1. i) These regulations may be called the ANGRAU Teachers (Career Advancement Scheme) Regulations 2016
ii) They shall be deemed to have come into force with effect from 01.01.2016.
2. In these guidelines unless the context otherwise required.
 - a) The words and expressions not defined herein and used in the Act and Statutes of the University shall have the meaning assigned to them in the Act and Statutes.
 - b) The Expression “Assistant Professor / Associate Professor / Professor / Senior Professor” used in these guidelines shall include teachers in equivalent cadres in teaching, research and extension.
 - c) Assistant Professor (Academic Level 10) means the scale of Rs.57,700-1,82,400/-
 - d) Assistant Professor (Senior Scale/Academic Level 11) means the Scale of Rs.68,900-2,05,500/-
 - e) Assistant Professor (Selection Grade/Academic Level 12) means the Scale of Rs.79,800-2,11,500
 - f) Associate Professor (Academic Level 13A) means the Scale of Rs. 1,31,400-2,17,100
 - g) Professor (Academic Level 14) means the Scale of Rs. 1,44,200-2,18,200
 - h) Senior Professor (Academic Level 15) means the Scale of Rs. 1,82,200-2,24,100

Objectives of the Scheme:

3. The objective of the Scheme is to provide for Career Advancement to the teachers in the cadre of Assistant Professor leading to their:
 - i) Placement for moving to the next higher Academic Level i.e., from 10 to 11, 11 to 12, 12 to 13A, 13 A to 14 and 14 to 15
 - (a) Promotion of Assistant Professor to Assistant Professor (Senior Scale)
 - (b) Promotion of Assistant Professor (Senior Scale) to Assistant Professor (Selection Grade)
 - (c) Promotion of Assistant Professor (Selection Grade) to Associate Professor
 - (d) Promotion of Associate Professor to Professor
 - (e) Promotion of Professor to Senior Professor

Eligibility Criteria for Promotion of University Teachers

4. From Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic level 11) with rationalized entry pay of Rs.68,900-2,05,500/-

Eligibility:

- He/she must have completed 4/5/6 years service in respect of candidates with Ph.D./PG in Professional courses or M.Phil./M.Sc. respectively in the subject/specialization and declaration of probation
- Attended (i) one Orientation course of 21 days' duration on teaching methodology and
 - (ii) Any one of the following: completed one Refresher/Research Methodology Course/Workshop, Syllabus Up-gradation Workshop, Training Teaching-Learning-Evaluation, Technology Programmes/Faculty Development Programmes of at least one week (5 days) duration, or Completed one MOOCs course (with e-certification) or development of e-contents in four-quadrants/MOOC's course during the assessment period
- Must have published one (1) research paper in the peer-reviewed (NAAS rated) journals during Assessment period.

CAS Promotion criteria:

- He/she should get a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period as the case may be.
- The promotion is recommended by the screening-cum-evaluation committee

5. From Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12) with rationalized entry pay of Rs.79,800-2,11,500/-

Eligibility:

- He/she must have completed five years of service in Academic Level 11

- He/she should possess a Ph.D. Degree in the subject concerned/allied /relevant discipline
- Attended any two of the following in the last five years: Completed a course/programme from amongst the categories of Refresher Courses/Research Methodology course/Workshops/Syllabus Up-gradation Workshop/Teaching-Learning-Evaluation/Technology Programmes/Faculty Development Programme of at least two weeks (10 days) duration (or completed two courses of at least one week (5 days) duration in lieu of every single course/programme of at least two weeks (10 days) duration); or completed one MOOCs course in the relevant subject (with e-certification); or contribution towards development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/contribution towards conducting of a MOOCs course during the period of assessment
- Must have published three (3) research papers in the peer-reviewed (NAAS rated) journals during assessment period.

CAS Promotion criteria:

- He/she should get a ‘satisfactory‘ or ‘good‘ grade in the annual performance assessment reports of at least four out of the last five years of the assessment period.
- The promotion is recommended by the Screening-Cum-Evaluation committee

The work and contributions presented by the Assistant Professor for placement from Academic Level 10 to Academic Level 11 and Academic Level 11 to Academic Level 12 shall be assessed by a Screening-Cum-Evaluation Committee consisting of:

- | | | |
|--|-----|----------|
| a) The Vice-chancellor | ... | Chairman |
| b) The Dean of the Faculty concerned | ... | Member |
| c) The University Head of the Department concerned* and | ... | Member |
| d) One expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts | ... | Member |

* In the absence of University Head of the Department concerned, any other Professor or person of the Department nominated by the Vice-Chancellor.

The quorum for the meeting of the Screening-Cum-Evaluation Committee shall be three among whom the Chairman of the Committee and the concerned University Head or the person nominated by the Vice-Chancellor must necessarily be present.

The recommendations of the Screening-Cum-Evaluation Committee shall be placed before the Board of Management for approval.

6. From Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13 A) with rationalized entry pay of Rs.1,31,400-2,17,100/-

Eligibility:

- He/she must have completed three years of service in Academic Level 12
- He/she should possess a Ph.D. Degree in the subject concerned/allied/relevant discipline
- Attended any one of the following in the last three years: Completed one course/programme from amongst the categories of Refresher Courses/Research Methodology Workshop/Syllabus Up-gradation Workshop/Teaching-Learning-Evaluation/Technology Programme /Faculty Development Programme of at least two weeks (10 days) duration (or completed two courses of at least one week (5 days) duration in lieu of every single course/programme of at least two weeks (10 days) duration); or completed one MOOCs course in the relevant subject (with e-certification); or contribution towards development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/contribution towards conducting of a MOOCs course during the period of assessment
- Must have published seven (7) research papers in the peer-reviewed (NAAS rated) journals out of which three (3) research papers should have been published during assessment period.
- The candidate should satisfy any one of the following criteria:
 - a) Evidence of having guided at least two M. Sc./M. Tech./MBA or one Ph.D. student(s) during the assessment period
 - b) Must have published at least three additional research papers in the peer-reviewed (NAAS rated) journals during the assessment period
 - c) Must have successfully completed an externally funded project worth \geq 10 lakhs during the assessment period
 - d) He/she should have a ‘good‘ to ‘outstanding‘ performance score during the Assessment period

CAS Promotion criteria:

- He/she should get a ‘satisfactory‘ or ‘good‘ grade in the annual performance assessment reports of at least two out of the last three years of the assessment period.
- The promotion is recommended by the Selection Committee after interview

The Selection Committee for Associate Professor in the University shall consist of:

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|--|-----|----------|
| a) The Vice-chancellor | ... | Chairman |
| b) The Dean of the Faculty concerned | ... | Member |
| c) The University Head of the Department concerned* and | ... | Member |
| d) Two/Three experts in the subject concerned nominated by the Vice-Chancellor from the University panel of experts. | ... | Member |

* In the absence of University Head of the Department concerned, any other Professor or person of the Department nominated by the Vice-Chancellor.

An academicians representing SC/ST/OBC/Minority/Women/Differently abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

Note: At least four members, including two outside subject experts, shall constitute the quorum.

The recommendations of the Selection Committee shall be placed before the Board of Management for approval.

7. From Associate Professor (Academic Level 13A) to Professor (Academic Level 14) with rationalized entry pay of Rs.1,44,200-2,18,200/-

Eligibility:

- He/she must have completed three years of service in Academic Level 13 A
- He/she should possess a Ph.D. Degree in the subject concerned/allied/relevant discipline
- Must have published ten (10) research papers in the peer-reviewed (NAAS rated) journals out of which three (3) research papers should have been published during assessment period.
- The candidate should satisfy any one of the following criteria:
 - a) Evidence of having guided at least one Ph.D. student during the assessment period
 - b) Must have published at least three additional research papers in the peer-reviewed (NAAS rated) journals during the assessment period
 - c) Must have successfully completed an externally funded project worth \geq 15 lakhs during the assessment period
 - d) He/she should have a 'good' to 'outstanding' performance score during the Assessment period.

CAS Promotion criteria:

- He/she should get a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period.

- The promotion is recommended by the Selection Committee after interview

The Selection Committee for Professor in the University shall consist of:

- | | | |
|--|-----|----------|
| a) The Vice-chancellor | ... | Chairman |
| b) The Dean of the Faculty concerned | ... | Member |
| c) The University Head of the Department concerned* and | ... | Member |
| d) Three experts in the subject concerned nominated by the Vice-Chancellor from the University panel of experts. | ... | Member |

* In the absence of University Head of the Department concerned, any other Professor or person of the Department nominated by the Vice-Chancellor.

An academician representing SC/ST/OBC/Minority/Women/ Differently abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

Note: At least four members, including two outside subject experts, shall constitute the quorum.

The recommendations of the Selection Committee shall be placed before the Board of Management for approval.

8. From Professor (Academic Level 14) to Senior Professor (Academic Level 15) with rationalized entry pay of Rs.1,82,200-2,24,100/-

Eligibility:

- He/she must have completed ten years of service in Academic Level 14
- Must have published ten (10) research papers in the peer-reviewed (NAAS rated) journals during Assessment period.
- The candidate should satisfy any one of the following criteria:
 - a) Evidence of having guided at least two Ph.D. students during the assessment period
 - b) Must have published at least three additional research papers in the peer-reviewed (NAAS rated) journals during the assessment period
 - c) Must have successfully completed an externally funded project worth \geq 20 lakhs during the assessment period
 - d) He/she should have a 'good' to 'outstanding' performance score during the Assessment period

CAS Promotion criteria:

- The promotion shall be based on academic achievements, favourable review from three eminent subject-experts who are not of the rank lower than the rank of a Senior Professor or a Professor having atleast ten years of experience. The selection shall be based on the interaction with a Selection Committee.

The Selection Committee for Senior Professor in the University shall consist of:

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|--|-----|----------|
| a) The Vice-chancellor | ... | Chairman |
| b) The Dean of the Faculty concerned | ... | Member |
| c) The University Head of the Department concerned* and | ... | Member |
| d) Three experts in the subject concerned not below the rank of a Senior Professor/Professor with a minimum of ten years' experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the University | ... | Member |

* In the absence of University Head of the Department concerned, any other Professor or person of the Department nominated by the Vice-Chancellor.

An academician (not below the rank of a Senior Professor/Professor with a minimum of ten years' experience) representing SC/ST/OBC/Minority /Women/Differently abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

- Note: At least four members, including two outside subject experts, shall constitute the quorum
- The recommendations of the Selection Committee shall be placed before the Board of Management for approval.

Library Science:

5. From Assistant Librarian (Academic level 10) to Assistant Librarian (Senior Scale/ Academic level 11) with rationalized entry pay of Rs.68,900-2,05,500/-

Eligibility:

- He/she must have completed four years of service having a Ph.D. degree in Library Science/Information Science/Documentation Science or an equivalent degree or five years' of experience, having at least a M.Phil. degree or six years of service for those without a M.Phil. or a Ph.D. degree
- He/she must have attended (i) at least one Orientation course of 21 days' duration and (ii) Training, Seminar or Workshop on automation and digitalisation, maintenance and related activities of at least 5 days

CAS Promotion criteria:

- He/she should get a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period as the case may be
- The promotion is recommended by a Screening-Cum-Evaluation committee

From Assistant Librarian (Senior Scale/Academic level 11) to Assistant Librarian (Selection Grade/Academic level 12) with rationalized entry pay of Rs.79,800-2,11,500/-

Eligibility:

- He/she must have completed five years of service in Academic Level 11
- He/she must have attended any two of the following in the last five years: (i) Training/Seminar/Workshop/Course on automation and digitalisation, (ii) Maintenance and related activities of at least two weeks (10 days) duration or two courses of at least one week (5 days) duration each in lieu of every single course/programme of at least two weeks (10 days) duration (iii) Taken/developed one MOOCs course in the relevant subject with e-certification or (iv) library up-gradation course

CAS Promotion criteria:

- He/she should get a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period.
- The promotion is recommended by the Screening-Cum-Evaluation Committee

The Screening-Cum-Evaluation Committee shall consist of:

- | | | |
|--|-----|----------|
| a) The Vice-chancellor | ... | Chairman |
| b) The Dean of the Faculty concerned | ... | Member |
| c) Librarian/ University Librarian and | ... | Member |
| d) One expert who is a working Librarian nominated by the Vice-Chancellor from the University panel of experts | ... | Member |

The quorum for the meeting of the Screening-Cum-Evaluation Committee shall be three among whom the Chairman of the Committee and the University Librarian or the person nominated by the Vice-Chancellor must necessarily be present.

The recommendations of the Screening-Cum-Evaluation Committee shall be placed before the Board of Management for approval.

From Assistant Librarian (Selection Grade/Academic level 12) to Associate Librarian (Academic Level 13A) with rationalized entry pay of Rs.1,31,400-2,17,100/-

Eligibility:

- He/she must have completed three years of service in Academic Level 12
- He/she must have attended any one of the following in the last three years: (i) Training/Seminar/Workshop/Course on automation and digitalisation, (ii) Maintenance and related activities of at least two weeks (10 days) duration or two courses of at least one week (5 days) duration each in lieu of every single course/programme of at least two weeks (10 days) duration (iii) Taken/developed one MOOCs course in the relevant subject with e-certification and (iv) library up-gradation course

CAS Promotion criteria:

- He/she should get a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period.
- The promotion is recommended by the Selection Committee after interview

From Associate Librarian (Academic Level 13A) to Librarian (Academic Level 14) with rationalized entry pay of Rs.1,44,200-2,18,200/-

Eligibility:

- He/she must have completed three years of service in Academic Level 13 A
- He/she must have attended any one of the following in the last three years: (i) Training/Seminar/Workshop/Course on automation and digitalisation, (ii) Maintenance and related activities of at least two weeks (10 days) duration or two courses of at least one week (5 days) duration each in lieu of every single course/programme of at least two weeks (10 days) duration (iii) Taken/developed one MOOCs course in the relevant subject with e-certification and (iv) library up-gradation course
- Evidence of innovative library services including the integration of ICT in a library.
- He/she should possess a Ph.D. Degree in Library Science/ Information Science/Documentation/Archives and Manuscript-keeping

CAS Promotion criteria:

- He/she should get a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period.
- The promotion is recommended by the Selection Committee after interview.

Physical Education

6. From Assistant Professor of Physical Education (Academic level 10) to Assistant Professor of Physical Education (Senior Scale/ Academic level 11) with rationalized entry pay of Rs.68,900-2,05,500/-

Eligibility:

- He/she must have completed four years of service having a Ph.D. degree in Physical Education or Physical Education and Sports or Sports Science or five years of service with an M.Phil. degree or six years of service for those without an M.Phil or Ph.D. degree
- He/she must have attended (a) one Orientation course of 21 days' duration and (b) any one of the following: (i) Refresher/Research Methodology Course/workshop, (ii) Training Teaching-Learning-

Evaluation Technology Programme/Faculty Development Programme of at least 5 days duration and (iii) Taken/developed one MOOCs course (with e-certification)

CAS Promotion criteria:

- He/she should get a ‘satisfactory‘ or ‘good‘ grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period
- The promotion is recommended by a Screening-Cum-Evaluation Committee

From Assistant Professor of Physical Education (Senior Scale/ Academic level 11) to Assistant Professor of Physical Education (Selection Grade/Academic level 12) with rationalized entry pay of Rs.79,800-2,11,500/-

Eligibility:

- He/she must have completed five years of service in Academic Level 11
- He/she must have attended any two of the following during the last five years: (i) Refresher course/Research Methodology workshop, (ii) Teaching-Learning-Evaluation Technology Programme/Faculty Development Programme of at least two weeks (10 days) duration or two courses of at least one week (5 days) duration each in lieu of every single course/programme of at least two weeks (10 days) duration and (iii) Taken/developed one MOOCs course in the relevant subject (with e-certification)

CAS Promotion criteria:

- He/she should get a ‘satisfactory‘ or ‘good‘ grade in the annual performance assessment reports of at least four out of the last five years of the assessment period.
- The promotion is recommended by the Screening-Cum-Evaluation Committee

The Screening-Cum-Evaluation Committee shall consist of:

- | | | |
|---|-----|----------|
| a) The Vice-chancellor | ... | Chairman |
| b) The Dean of the Faculty concerned | ... | Member |
| c) The University Professor of Physical Education and | ... | Member |
| d) One expert in Physical Education and Sports | ... | Member |
- Administration from University System nominated by the Vice-Chancellor from the University panel of experts

The quorum for the meeting of the Screening-Cum-Evaluation Committee shall be three among whom the Chairman of the Committee and The University Director, Physical Education and Sports or the person nominated by the Vice-Chancellor must necessarily be present.

The recommendations of the Screening-Cum-Evaluation Committee shall be placed before the Board of Management for approval.

From Assistant Professor of Physical Education (Selection Grade/Academic level 12) to Associate Professor of Physical Education (Academic Level 13A) with rationalized entry pay of Rs.1,31,400-2,17,100/-

Eligibility:

- He/she must have completed three years of service in Academic Level 12
- He/she must have attended any one of the following during the last three years: (i) Refresher course/Research Methodology workshop, (ii) Teaching-Learning-Evaluation Technology Programme/Faculty Development Programme of at least two weeks (10 days) duration or two courses of at least one week (5 days) duration each in lieu of every single course/programme of at least two weeks (10 days) duration and (iii) Taken/developed one MOOCs course in the relevant subject (with e-certification)

CAS Promotion criteria:

- He/she should get a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period.
- The promotion is recommended by the Selection Committee after interview.

From Associate Professor of Physical Education (Academic Level 13A) to Professor of Physical Education (Academic Level 14) with rationalized entry pay of Rs.1,44,200-2,18,200/-

Eligibility:

- He/she must have completed three years of service in Academic Level 13 A
- He/she must have attended any one of the following in the last three years: (i) Refresher course/Research Methodology workshop, (ii) Teaching-Learning-Evaluation Technology Programme/Faculty Development Programme of at least two weeks (10 days) duration or two courses of at least one week (5 days) duration each in lieu of every single course/programme of at least two weeks (10 days) duration and (iii) Taken/developed one MOOCs course in the relevant subject (with e-certification)
- Evidence of organizing competitions and coaching camps of at least two weeks duration
- Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-University/combined University etc.
- He/she should possess a Ph.D. Degree in Physical Education or Physical Education and Sports or Sports Science

CAS Promotion criteria:

- He/she should get a 'satisfactory' or 'good' grade in the annual performance

assessment reports of at least two out of the last three years of the assessment period.

- The promotion is recommended by the Selection Committee after interview.
 - The Selection Committees for the posts of Professor, Associate Professor, Assistant Professors of Physical Education, Librarians, Associate Librarians and Assistant Librarians shall be the same as that of Professor, Associate Professor and Assistant Professor, respectively.

For the purpose of assessing the grading of activity, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

9. GENERAL CONDITIONS

1. The Selection Committee specifications for direct recruitment as well as CAS promotions from Assistant Professor to Associate Professor, Associate Professor to Professor and for equivalent cadres shall be the same as per Section 32 (i) of the ANGRAU Act.
2. The CAS promotions from a lower stage to a higher stage of Assistant Professor shall be through a "Screening-cum-Evaluation Committee". The Screening-cum-Evaluation Committee on verification/evaluation of score secured by the candidate through the Assessment Criteria and Methodology Proforma designed by the University shall recommend to the Board of Management of the University about the suitability of the candidate for promotion under CAS.
3. The selection process shall be completed on the day/last day of the selection committee meeting, wherein the minutes are recorded and recommendations made on the basis of the performance in the interview are duly signed by all members of the selection committee.
4. For all Selection Committees specified in these Regulations, University Head of Department should be either in the same or higher position (Academic level) than the position (Academic level) for which the interview is to be held.
5. The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on his/her superannuation, the said post shall revert back to its original cadre.
6. For promotion under the CAS in different levels from level 11 to level 15, the applicant / teacher must be on the role and in active service of the University / College on the date of consideration by the Committees.

7. The University shall send a general circular twice a year, inviting applications for the CAS promotion from the eligible candidates.
 - a. If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.
 - b. The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.
 - c. The date of promotion from Assistant Professor to Associate Professor (from level 12 to 13 A) and promotion from Associate Professor to Professor (Level 13A to 14) shall be from that of minimum period of eligibility with monetary benefit from the date of assumption of charge of the promotional post.
 - d. On promotion, the teacher or equivalent position would be given a notional increment in his/her existing Academic Level of Pay, by moving him/her to the next higher Cell at that Level; and the pay shown in this Cell would now be located in the new Academic Level corresponding to the post to which he/she has been promoted. If a Cell identical with that pay is available in the new Level, that Cell shall be the new pay, otherwise the next higher Cell in that Level shall be the new pay of the teacher or equivalent position. If the pay arrived at in this manner is less than the first Cell in the new Level, then the pay shall be fixed at the first Cell of the new Level.
10. The overall promotion procedure shall incorporate transparent, objective and credible methodology of analysis of the merit and credentials of the applicants based on weightage given to the performance of the candidate in different relevant dimensions and his / her performance based on a scoring system proforma.
11. The performance of the candidate should be consistently satisfactory as obtained in the annual appraisal (confidential) reports.
12. Evaluation of research publication shall be as per the prescribed score card. Popular articles if any, published by the candidates shall be considered only in the concerned discipline / assigned work. Appropriate weightage for such publication shall be given as per the score card.
13. The process of promotions should involve inviting the biodata with duly filled score card based template and reprints of requisite number of publications of candidate wherever necessary. All supporting documents shall be verified and certified by the Head.
14. A teacher shall have earned annual increments regularly during the assessment period for CAS promotion.
15. The Screening cum Evaluation Committee on verification / evaluation of score secured by the candidates through score system (Academic Level 11 and Academic Level 12) and the recommendations of the selection committee (Academic Level 13A, 14 and 15) shall recommend to the Board of Management about the suitability for the promotion of the candidate (s) under CAS for consideration and approval.

Retired teachers in any level of Assistant Professor / Associate Professor / Professor and Senior Professor are not eligible to extend the CAS benefits as per UGC regulations 2016.

16. Counting of Past Service

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent cadre in a University, College, National Laboratories or other scientific/professional organisations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, should count for the direct recruitment and promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature, provided that:

- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be.
- (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor, Associate Professor and Professor.
- (c) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- (d) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University/State Government/Central Government/Institutions concerned, for such appointments.
- (e) The previous appointment was not as guest lecturer for any duration.
- (f) The previous Ad-hoc or Temporary or contractual service (by whatever nomenclature it may be called) shall be counted for direct recruitment and for promotion, provided that:
 - (i) the essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be
 - (ii) the incumbent was appointed on the recommendation of a duly constituted Selection Committee/Selection Committee constituted as per the rules of the university
 - (iii) the incumbent was drawing total gross emoluments not less than the monthly gross salary of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be.

D.BHASKARA RAO
REGISTRAR

To
All the Associate Deans of the Colleges, ANGRAU.
All the Associate Directors of Research, ANGRAU

All the Heads of Research Stations / Schemes.

All the Programme Coordinators of KVKs-DAATTCs in ANGRAU.

All the Principals of Polytechnic's of ANGRAU.

Cc: to P.S to Hon'ble Vice-Chancellor.

Cc: to PA to Dean of Agriculture / Dean of Agricultural Engineering & Technology / Dean of Home Science / Dean P. G. Studies.

Cc: to PA to Director of Research / Director of Extension

Cc: to PA to Registrar / Comptroller / Controller of Examinations

Cc: to Principal Scientist, P & M Cell, Admn. Office, Lam, Guntur

Cc: to All Technical Officers working in Admn. Office, Lam, Guntur

Cc: to Assistant Registrar (OP).

Cc: to Home Science / O. P. /Ser.II Sections

Cc: to SF / SC