



Sher-e-Kashmir University of Agricultural Sciences and Technology of Jammu

Notification No: 14 (Secy.) of 2022
Dated: 02-08-2022

Sub: Addition/Amendments in SKUAST-Statutes-thereof.

- Ref:** (i) Minutes of 34th Meeting of Board of Management held on 10th November, 2021
(ii) Minutes of 19th Meeting of University Council of SKUAST-Jammu held on 13th November, 2021
(iii) Concurrence of Finance Department, J&K Govt. conveyed vide No. FA/Uni./1/SKUAST-J/apt/Min/Qualif./2022/851 dated 02.06.2012
(iii) Assent of Hon'ble Chancellor Conveyed vide no's LGS-112 Assent-AUJ/2022/2722-23 dated 22.06.2022 received from Deputy Secretary, Governor's Secretariat, J&K, Raj Bhavan, Srinagar.

As recommended by Board of Management of SKUAST-Jammu (at its 34th Meeting held on 10th November, 2021), approved by University Council at its 19th Meeting (held on 13th of November, 2021) and assented to by the Hon'ble Chancellor (Hon'ble Lieutenant Governor, J&K), I, **Dr. J.P.Sharma, Vice-Chancellor, SKUAST-J**, in exercise of powers vested in me under Section 40 of SKUAST-Act do hereby notify the amendment/addition to SKUAST-Statutes as contained in **Annexure-I** to this notification.

By Order

Sd/-
(Dr. J.P.Sharma)
Vice-Chancellor

No. AUJ/Secy./22-23/F-101 (IInd)/3786-3855
Date: 02-08-2022

Cc:

- Financial Commissioner (Additional Chief Secretary), Agriculture Production and Farmer's Welfare Department, UT of J&K, Civil Secretariat, Jammu/Srinagar (Member).
- Financial Commissioner (Additional Chief Secretary), Finance Department, UT of J&K, Civil Secretariat, Jammu/Srinagar (Member).
- Principal Secretary to Hon'ble Lieutenant Governor (Hon'ble Chancellor, SKUAST-Jammu), Lieutenant Governor's Secretariat, Raj Bhavan, Srinagar.
- Secretary to Govt., Planning Development and Monitoring Department, UT of J&K, Civil Secretariat, Jammu/Srinagar (Member).
- All Members of University Council of SKUAST-Jammu.
- All Members of Board of Management of SKUAST-Jammu.
- All Officers of SKUAST-Jammu.
- Dean, FoA/FBSc/Student Welfare, Chatha/FVSc., R.S.Pura.
- Registrar, SKUAST-Kashmir, Shalimar Campus, Srinagar.
- Deputy Secretary, Lieutenant Governor's Secretariat, Raj Bhavan, Jammu/Srinagar. This has in reference to the copy of the assent of Hon'ble Chancellor conveyed vide above quoted reference.
- Private Secretary to Hon'ble Lieutenant Governor for kind information of Hon'ble Lieutenant Governor, J&K and Chancellor, SKUAST-Jammu, Lieutenant Governor's Secretariat, Raj Bhavan, Srinagar/Jammu for kind information of Hon'ble Chancellor.
- All Joint/Deputy/Asstt. Registrars of SKUAST-J.
- All Joint/Deputy/Asstt. Comptrollers of SKUAST-J.
- SVC for kind information of the Hon'ble Vice-Chancellor, SKUAST-Jammu.
- SVC for kind information of the Hon'ble Vice-Chancellor, SKUAST-Srinagar.
- File concerned (w.3.s.c).
- University website www.skuast.org.

(Dr. Sushil K. Gupta)
Registrar

SKUAST
Jammu

Chatha, Jammu-180009, INDIA

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The existing regulations of CAS of Teachers mentioned under Schedule-II to Chapter-II (Career Advancement Scheme for Teachers) of SKUAST-Statutes is replaced with new CAS as annexed herewith:

CAREER ADVANCEMENT SCHEME (CAS)

for

Teachers/Scientists & equivalent

of

SKUAST-Jammu

and

SKUAST-Kashmir-2018

**SHER-E-KASHMIR UNIVERSITY OF AGRICULTURAL SCIENCES &
TECHNOLOGY OF JAMMU
AND
SHER-E-KASHMIR UNIVERSITY OF AGRICULTURAL SCIENCES &
TECHNOLOGY OF KASHMIR**

CAREER ADVANCEMENT SCHEME FOR TEACHERS/SCIENTISTS AND EQUIVALENTS – 2018 OF SKUAST-JAMMU & SKUAST-KASHMIR	
Clause No.	
A.	SHORT TITLE, APPLICATION AND COMMENCEMENT:
1	This Scheme shall be called the Career Advancement Scheme for Teachers/Scientists and equivalents of SKUAST-Jammu and SKUAST-Kashmir, 2018.
2	The Career Advancement Scheme for Teachers/ Scientists and equivalents of SKUAST-Jammu and SKUAST-Kashmir - 2018 shall come into force after notification by the university effective from the date of notification of UGC i.e July 18, 2018 (UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education Regulations-2018).
2.1	Any addition/amendment as may be made by the UGC in UGC Regulations-2018 in reference to CAS for Teachers/Scientists and equivalents from time to time, shall come into force in SKUAST-Jammu and SKUAST- Kashmir.
2.2	The Scheme shall apply to the teachers/scientists and equivalents working in the SKUAST- Jammu and SKUAST-Kashmir
2.3	The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Professor-cum-Chief Scientist and equivalent
2.4	The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Associate Professor-cum-Senior Scientist and equivalent
2.5	The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor- cum-Junior Scientist and equivalent (Selection Grade/Academic Level-12)
2.6	The time taken by candidate (s) to acquire Ph.D. degree shall not be considered as teaching / research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment / promotion. Regular faculty members upto twenty per cent of the total faculty strength (excluding faculty on medical/maternity leave) shall be allowed by the University for pursuing Ph.D. degree under Faculty Improvement Programme of the University

3	CONSTITUTION OF SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURE
3.1	Selection Committee Composition
3.1.1	<p>Associate Professor-cum-Senior Scientist & equivalent</p> <p>a) The Selection Committee for the post of Associate Professor-cum-Senior Scientist and equivalent in the University shall have the following composition:</p> <ul style="list-style-type: none">i) The Vice-Chancellor as Chairperson of the Committee.ii) Three experts in the subject/field from outside the University to be nominated by the Vice-Chancellor from the panel approved by the Board of Management.iii) Director Educationiv) Director Research/Director Extension (one of them to be nominated by the Vice-Chancellor, depending upon nature of the post to be filled up)v) One representative from the J&K, Government not below the rank of Secretary to Government.vi) Dean of the Subject Matter Faculty.vii) 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. <p>b) Four members including two outside subject experts shall constitute the quorum</p>
3.1.2	<p>Professor-cum-Chief Scientist and equivalent:</p> <p>a) The Selection Committee for the post of Professor-cum-Chief Scientist and equivalent in the University shall consist of the following persons:</p> <ul style="list-style-type: none">i) Vice-Chancellor as Chairperson of the Committee.ii) Three experts in the subject/field concerned from outside the University to be nominated by the Vice-Chancellor from the panel approved by the Board of Management.iii) Director Educationiv) Director Research/Director Extension (one of them to be nominated by the Vice-Chancellor, depending upon nature of the post to be filled up).v) One representative from the J&K Government not below the rank of Secretary to Government.vi) Dean of the Subject Matter Faculty.vii) An academician belonging to the SC/ST/OBC/ Minority/Women/ Differently-abled categories, if any of the candidates representing 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 <p>b) Four members including two outside subject experts shall constitute the quorum</p>

3.1.3	<p>Senior Professor :</p> <p>a) The Selection Committee for the post of Senior Professor in the University shall consist of the following persons.</p> <ul style="list-style-type: none">i) Vice-Chancellor as Chairperson of the Committee.ii) An academician not below the rank of Senior Professor/Professor with minimum ten years experience who is the nominee of the Chancellor.iii) Three experts 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 approved by the Board of Management.iv) Director/Dean (not below the rank of Senior Professor/Professor or equivalent with minimum ten years of experience as Professor) of the University/Faculty wherever applicablev) One representative from the J&K Government not below the rank of Secretary to Government.vi) An academician (not below the rank of Senior Professor/Professor with minimum ten years experience) representing SC/ST/OBC/ Minority/Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee do not belong to that category. <p>b) Four members including two outside subject experts shall constitute the quorum</p>
3.2	<p>The "Screening-cum-Evaluation Committee" for CAS promotion of Assistant Professor-cum-Junior Scientist and equivalent from one level to the other higher level shall consist of:</p> <ul style="list-style-type: none">i) The Vice-Chancellor or his/her nominee among Directors/ Deans shall be Chairperson of the Committeeii) The Dean of the Faculty concerned.iii) The Head of the Division/Associate Dean of the College/Institute/School as the case may be; andiv) One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts. <p>Note: The quorum of the Committee shall be three which will include one subject expert.</p>
3.3	<p>The Screening-cum-Evaluation Committee on verification/evaluation of grades secured by the candidate through the Assessment Criteria and Methodology Proforma designed by the University based on the UGC Regulations and as per the minimum requirement specified in Appendix-I (Table-1) for each of the cadre of Assistant Professor-cum-Junior Scientist & equivalent shall be recommended to the Vice-Chancellor for approval for promotion of the candidate(s).</p> <p>Note: The CAS promotion from a lower stage to a higher stage of Assistant Professor-cum-Junior Scientist & equivalent shall be conducted through a Screening-cum-Evaluation Committee following the criteria laid down in the Appendix- I (Table-1).</p>

4	SELECTION PROCEDURE
4.1	<p>The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on the weightage given to the performance of the candidate in different relevant parameters and his/her performance on a grading system proforma, based on Appendix-I, Tables-2.</p> <p>In order to make the system more credible, the candidate shall have to prove the ability for teaching and/or research and/or extension aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching, research and extension at the interview stage.</p> <p><u>These procedures are to be followed for both the direct recruitment and the CAS promotions, wherever Selection Committees are prescribed up to AL-14 in this Scheme.</u></p>
5	Adoption of Scheme
5.1	<p>The process of selection of Professor-cum-Chief Scientist & equivalent shall involve the inviting of the application developed by the university (Appendix-II) based on the assessment criteria and methodology guidelines set out in the Scheme in Appendix-I TABLE-2 and reprints of all significant publications of the candidate.</p> <ul style="list-style-type: none"> • Provided that for promotion to the posts of Associate Professor & equivalent a minimum of seven publications and for Professor & equivalent a minimum of ten publication out of which three research papers should have been published during the assessment period as per UGC Regulations. • Provided further that such publication shall be made available to the subject experts for assessment before holding the interview. The evaluation of the publications by the experts shall be taken into consideration while finalizing the outcome of the selection.
6	The Assessment of the performance of teachers/scientists & equivalents for the CAS promotion is based on the following criteria:
6.1	<p>Teaching-Learning and Evaluation (For teachers / scientists involved in Teaching) : The commitment to teaching based on observable indicators such as being regular to class, punctuality to class, remedial teaching and clarifying doubts within and outside the class hours, counseling and mentoring, additional teaching to support the university as and when the need arises, etc. Examination and evaluation activities like performing of examination supervision duties, question-papers setting for university examinations, participation in the evaluation of examination answer scripts, conducting examinations for internal assessment as per the schedule to be announced by the institution at the beginning of each Academic Session and returning and discussing the answers in the class.</p>

6.1.1	The scientists not involved in teaching, their performance shall be assessed on the research or extension activities based on observable indicators such as (i) having conducted research trials and other research activities as mandated or (ii) extension activities as per the approved action plan as mandated.
6.1.2	Personal Development Related to Teaching, Research and Extension Activities: Attending orientation /refresher /methodology courses, development of e-contents and MOOC's, organizing seminar/conference/workshop/ presentation of papers and chairing of sessions/guiding and carrying out research projects and publishing the research output in national and international journals etc.
6.1.3	Administrative support and participation in students' co-curricular and extra-curricular activities and extension related activities for Farmers
7	Assessment Process
7.1	<p>The following three-step process shall be followed for carrying out assessment for promotion under the CAS at all levels :</p> <p>Step-1: The university teachers/scientists & equivalents shall submit an annual self-appraisal report in the prescribed Proforma designed as Appendix: I Table:1 & 2. The report should be submitted at the end of every academic year, within the stipulated time. The teacher/scientist & equivalent will provide documentary evidence for the claims made in the Annual Self- Appraisal Report, which is to be verified by the HoD/ Teacher Incharge / Research Station/KVK etc. The submission should be through the Head of the Department (HOD) / Teacher Scientist-in-charge and the concerned Dean/Director</p> <p>Step- 2: After completion of the required years of experience for promotion under CAS and fulfillment of other requirements indicated below, the teacher/scientist and equivalent shall submit an application for promotion under CAS (Appendix-II).</p> <p>Step-3: A CAS Promotion shall be granted as mentioned in Clauses: 9 of this scheme</p>
8	ASSESSMENT CRITERIA AND METHODOLOGY
8.1	a) Appendix-I Table-1 & 2 of are applicable to the selection of Assistant Professor-cum-Junior Scientists & equivalent/Associate Professor-cum- Senior Scientists & equivalent/Professor-cum- Chief Scientists & equivalent in University
8.2	The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, through Career Advancement Scheme, shall be in accordance with this Scheme.

8.3	The criteria for promotions under Career Advancement Scheme for Scientists/Teachers & equivalent - 2018 as laid down under this Scheme in light of UGC Regulations - 2018 shall come into force after notification by the university, effective from the date of notification of UGC. However, to avoid hardship to those faculty members who have already qualified or were likely to qualify under the existing regulations, a choice was given to them, for being considered for promotions under the existing Scheme after seeking approval of Board of Management.
8.3.1	A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university, within three months in advance of the due date, that he/she fulfils all the requirements under the CAS and submit to the university the Assessment Criteria and Methodology Proforma as evolved by the university, supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in the Scheme. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University may initiate the process of screening/selection, and complete the process within six months from the receipt of application. Further, in order to avoid any hardship, the candidates who fulfill all other criteria mentioned in the Scheme, as on and till the date on which the Scheme is notified, can be considered for promotion from the date, on or after the date, on which they fulfill these eligibility conditions.
8.3.2	The Selection Committee specifications as contained in Clauses 3.1.1 to 3.1.3 shall be applicable to Career Advancement promotions from Assistant Professor-cum-Junior Scientist(Selection Grade/AL-12) to Associate Professor-cum-Senior Scientist, from Associate Professor-cum-Senior Scientist (AL-13) to Professor-cum-Chief Scientist, Professor-cum-Chief Scientist & equivalent and (AL-14) to Senior Professor (AL-15)
8.3.3	The CAS promotion from a lower stage to a higher stage of Assistant Professor-cum-Junior Scientist & equivalent shall be conducted through a "Screening-cum-Evaluation Committee", following the criteria laid down in Appendix-I Table-1 .
8.3.4	The promotion under the CAS being a personal promotion to a teacher/scientist holding a substantive sanctioned post, on his/her superannuation, the said post shall revert back to its original cadre.
8.3.5	For the promotion under the CAS, the applicant teacher must be on the role and in active service of the University/College on the date of UGC Notification published in the Gazette of India (Extraordinary) on 18.07.2018 .

8.3.6	<p>The candidate shall offer himself/herself for assessment for promotion, if he/she fulfills the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Proforma. He/she can do so three months before the due date. The university shall send a general circular twice a year, inviting applications for the CAS promotions from the eligible candidates.</p> <ol style="list-style-type: none"> i) 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. ii) If, however, the candidate finds that he/she fulfills the CAS promotion criteria, as defined in Tables 1 and 2 of Appendix I at a later date and applies on that date and is successful, his/her promotion shall be effected from that date the candidate fulfilling the eligibility criteria. iii) 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.
9	<p>STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY APPOINTED ASSISTANT PROFESSOR- CUM-JUNIOR SCIENTISTS, ASSOCIATE PROFESSOR-CUM-SENIOR SCIENTISTS AND PROFESSOR-CUM-CHIEF SCIENTISTS & EQUIVALENT</p>
9.1.	<p>The entry-level Assistant Professor-cum-Junior Scientists & equivalent (Level 10) shall be eligible for promotion under the Career Advancement Scheme (CAS) through two successive levels (Level-11 and Level-12), provided they are assessed to fulfill the eligibility and performance criteria as laid down in Clause 8.3. of this scheme</p>
9.2	<p>Assistant Professor-cum-Junior Scientist or equivalent (AL-10 Rs.57700-182400) to Assistant Professor-cum-Junior Scientist and equivalent (Senior Scale/AL-11 Rs.68900-205500) Eligibility:-</p> <ol style="list-style-type: none"> i) An Assistant Professor-cum-Junior Scientist and equivalent who has completed four years of service with a Ph.D. degree or five years of service with a PG Degree in Professional Courses such as M.Tech, M.V.Sc. and M.Sc. Agricultural Sciences, or six years of service in case of those without a Ph.D./M.Phil./Post Graduate Degree in a professional course and satisfies the following conditions: ii) Attended one Orientation Course of 21 days duration on teaching/research/extension methodology. iii) Any one of the following : Completed Refresher / Research Methodology Course / Workshop / Syllabus Up-gradation Workshop / Training Teaching- Learning- Evaluation / Extension Programmes / Technology Programmes / Faculty Development Programmes of at least one

	<p>week (5 days) duration, or taken one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOCs course during the assessment period ; and</p> <p>iv) Published one research publication in the NAAS rated journals or Peer-reviewed journals or UGC-listed journals during the assessment period</p> <p>CAS Promotion Criteria :</p> <p>A teacher shall be promoted if;</p> <p>i) He/she gets a ‘satisfactory’ or ‘good’ grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be (as provided in Appendix- I, Table-1) and ;</p> <p>ii) The promotion is recommended by the Screening-cum-Evaluation Committee.</p>
9.3	<p>Assistant Professor-cum-Junior Scientist and equivalent (Senior Scale/AL-11 Rs.68900- 205500) to Assistant Professor-cum-Junior Scientist (Selection Grade/AL-12 Rs.79800- 211500)</p> <p>Eligibility;</p> <p>i) Assistant Professors-cum-Junior Scientist and equivalent who has completed five years of service in AL-11/Senior Scale.</p> <p>ii) A Ph.D. Degree in the subject relevant/allied /relevant discipline.</p> <p>iii) Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course/programme from amongst the categories of Refresher Courses/Research Methodology/ Workshops/ Syllabus Up- gradation Workshop/ Teaching-Learning- Evaluation/ Extension Programmes/ Technology Programmes/Faculty Development Programme of at least two weeks (ten days) duration or completed two courses of at least one week (five days) duration in lieu of every single course/ programme of at least two weeks (ten days) duration) or completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment.</p> <p>iv) Published three research papers in the NAAS rated journals or Peer-reviewed journals or UGC-listed journals during the assessment period.</p> <p>CAS Promotion Criteria:</p> <p>A teacher/scientist or equivalent shall be promoted if;</p> <p>i) He/she gets a ‘satisfactory’ or ‘good’ grade in the annual performance</p>

	<p>assessment reports of at least two of the last three years of the assessment period as specified in Appendix-I Table-1</p> <p>ii) The promotion is recommended by the Screening-cum-Evaluation Committee.</p>
9.4	<p>Assistant Professor-cum-Junior Scientist and equivalent (Selection Grade/AL-12 Rs.79800-211500) to Associate Professor-cum- Senior Scientist and equivalent (AL-13A Rs.131400-217100)</p> <p>Eligibility;</p> <p>i) Assistant Professor-cum-Junior Scientist and equivalent who has completed three years of service in AL 12 / Selection grade.</p> <p>ii) A Ph.D. degree in the subject relevant/ allied/relevant discipline.</p> <p>iii) Any one of the following during last three years: completed one course/programme from amongst the categories of Refresher Courses/Research Methodology Workshops / Syllabus Up-gradation Workshop / Teaching-Learning-Evaluation Technology Programme / Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards the 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 conduct of a MOOCs course during the period of assessment.</p> <p>iv) A minimum of seven publications in the NAAS rated or Peer-reviewed journals or UGC-listed journals out of which three research papers should have been published during the assessment period.</p> <p>v) The candidate should satisfy any one of the following criteria:</p> <p>a) Evidence of having guided at least one Ph. D. student</p> <p>b) Evidence of having successfully guided at least two (02) Masters Students</p> <p>c) Acted as a Member of at least five (05) Advisory Committees of Masters / Ph.D. Students.</p> <p>d) Must have published at least three additional research papers in the peer-reviewed (NAAS rated) journals during the assessment period.</p> <p>e) Must have successfully completed externally funded project (s) worth more</p>

	<p>than 10 lakhs during the assessment period.</p> <p>f) Evidence of having laid down Front Line Demonstration (FLD) on a minimum area of ten (10) hectares.</p> <p>g) Evidence of having associated with seed production programme on a minimum area of ten (10) hectares</p> <p>h) Evidence of having conducted minimum ten (10) number of On Farm Trials (OFTs)</p> <p>i) Evidence of having conducted ten (10) number of vocational training programmes.</p> <p>j) Evidence of having conducted ten (10) number of clinical camps.</p> <p>k) Must have conducted thirty (30) number of demonstrations on horticulture/ fisheries / livestock [Horticulture 1 unit =0.1 ha, Fisheries 1 unit =0.1 ha, Livestock 1 unit = 05 Anima Poultry 1 unit =30 birds]</p> <p>l) Must have laid down ten (10) number of research trials with research recommendations of a minimum two (02).</p> <p>CAS Promotion Criteria: A teacher/scientist or equivalent shall be promoted if;</p> <p>i) He/she gets a ‘satisfactory’ or ‘good’ grade in the annual performance assessment reports of at least two of the last three years of the assessment period as specified in Appendix-I (Table-1) and has a research score of at least 70 as per Appendix-I (Table-2).</p> <p>ii) The promotion is recommended by a Selection Committee constituted in accordance with this scheme. The weightage of interview will be 20%.</p>
<p>9.5</p>	<p>Associate Professor-cum-Senior Scientist and equivalent (AL-13A) to Professor-cum-Chief Scientist and equivalent (AL-14 Rs.144200-218200)</p> <p>Eligibility:</p> <p>i) An Associate Professor-cum-Senior Scientist and equivalent who has completed three years of service in AL-13A.</p> <p>ii) A Ph.D. degree in the subject relevant / allied / relevant discipline</p> <p>iii) A minimum of ten research publications in the NAAS rated journal or peer-reviewed journals or UGC-listed journals out of which three research papers should have been published during the assessment period.</p> <p>iv) The candidate should satisfy any one of the following criteria:</p>

- a) Evidence of having guided at least one Ph.D. student.
- b) Evidence of having successfully guided at least three (03) Masters Students
- c) Acted as a Member of at least five (05) Advisory Committees of Masters and / or Ph.D. Students, out of which two (02) should be during the assessment period. .
- d) Must have published at least three additional research papers in the peer-reviewed (NAAS rated) journals during the assessment period.
- e) Must have successfully completed externally funded project (s) worth more than 10 lakhs during the assessment period.
- f) Evidence of having laid down Front Line Demonstration (FLD) on a minimum of fifteen (15) hectares out of which five (05) hectares should be during the assessment period.
- g) Evidence of having conducted minimum three (03) On Farm Trials (OFTs) during the assessment period.
- h) Evidence of having associated with seed production programme on fifteen (15) hectares out of which five (05) hectares should be during the assessment period.
- i) Evidence of having conducted three (03) number of vocational training programmes during the assessment period.
- j) Must have conducted three (03) number of clinical camps during the assessment period.
- k) Evidence of having conducted ten (10) demonstrations on livestock / horticulture /fisheries [Horticulture 1 unit =0.1 ha, Fisheries 1 unit =0.1 ha, Livestock 1 unit = 05 Animals Poultry 1 unit =30 birds] unit during the assessment period.
- l) Must have laid down three (03) number research trials with research recommendations of a minimum two (02) during the assessment period.

A minimum of 110 Academic/ Research / Extension Score as per **Appendix-I (Table -2)**.


CAS Promotion Criteria:

A teacher/scientist shall be promoted if;

- i) He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per

	<p>Appendix-I (Table-1) and at least 110 academic/ research/ extension score as per Appendix-I (Table-2).</p> <p>ii) The promotion is recommended by a Selection Committee constituted in accordance with this scheme. The weightage of interview will be 20%.</p>
9.6	<p>Professor-cum-Chief Scientist and equivalent (AL-14) to Senior Professor (HAG) (AL-15 Rs.182200-224100)</p> <p>A Professor-cum-Chief Scientist and equivalent can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic /research/extension achievement, 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 at least ten years' of experience. The selection shall be based on 10 best research publications during the last 10 years of assessment and interaction with a Selection Committee constituted in accordance with this Scheme.</p> <p>Eligibility:</p> <p>i) Ten years experience as a Professor –cum-Chief Scientist or equivalent.</p> <p>ii) A minimum of ten (10) research publications in the NAAS rated or peer-reviewed or UGC-listed journals during the assessment period.</p> <p>iii) The candidate should satisfy any one of the following criteria</p> <p>a) Ph.D. degree has been successfully awarded to two (02) candidates under his/her supervision during the assessment period.</p> <p>b) Ph.D degree has been successfully awarded to one (01) candidate under his/her supervision and guided two (02) Masters Students.</p> <p>c) Successfully guided five (05) Masters candidates during the assessment period.</p> <p>d) Evidence of having acted as a Member of Advisory Committees of at least ten (10) Masters / Ph.D. students during the assessment period.</p>
10	<p>COUNTING OF PAST SERVICES FOR PROMOTION UNDER CAS</p> <p>Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, shall count for the promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or equivalent, provided that:</p> <ul style="list-style-type: none"> • 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. • The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor

	<p>(a) 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.</p> <p>(b) 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.</p> <p>(c) The previous appointment was not as a guest lecturer for any duration.</p> <p>The previous Ad-hoc or Temporary or Contractual service shall be counted for direct recruitment and for promotion, provided that:</p> <p>(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</p> <p>(ii) the incumbent was appointed on the recommendation of a duly constituted Selection Committee as per the rules of the respective university;</p> <p>(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; and</p> <p>No distinctions shall be made with reference to the nature of management of the institution where previous service was rendered (private / local body/ Government), while counting the past service under this clause.</p>
11	<p>INTER-SE SENIORITY BETWEEN THE DIRECT RECRUITED AND TEACHERS PROMOTED UNDER CAS</p> <p>The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under the CAS with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates.</p>
12	<p>PROMOTION</p> <p>When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:</p> <p>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.</p>

13 	Redress of Anomalies: Anomalies, if any, shall be brought to the notice of Vice- Chancellor for consideration by the University as per the norms.
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TABLE-A
(Minimum API requirement for the promotion of Teachers/Scientists and equivalents under CAS)

S.No		Assistant Professor AL-10 to Assistant Professor Senior Scale AL-11	Assistant Professor Senior Scale Al-11 to Assistant Professor Selection Grade AL-12	Assistant Professor Selection Grade AL-12 to Associate Professor AL-13A	Associate Professor AL-13A to Professor AL-14	Professor AL-14 to Senior Professor (HAG) AL-15
1.	Research, Academic and Extension score	Not required	Not required	70/assessment period	110/ assessment period	Not required
2.	Promotion to be recommended by	Screening-Evaluation Committee	Screening-Evaluation Committee	Selection Committee	Selection Committee	Selection Committee

Notes : AL = Academic Level

There shall be no minimum Academic/Research/Extension Score required for promotions under CAS from AL 10 to AL 11, AL 11 to AL 12 and AL 14 to AL 15

Appendix-I (Table-1)		
Assessment Criteria and Methodology for University Teachers/Scientists & Equivalents		
	Activities	Grading Criteria
1	<p>Teaching (Number of classes' taught/ total classes assigned)x100%</p> <p>(Classes taught includes sessions on tutorials, lab and other teaching related activities)</p> <p>Research: (Number of experiments laid/Total experiments assigned as per annual action plan of a research unit x 100%)</p> <p>Extension: (Number of extension activities performed/Total extension activities assigned as per approved action plan x 100%)</p>	<p>80% & above = Good</p> <p>Below 80% but 70% & above = Satisfactory</p> <p>Less than 70% = Not Satisfactory</p>
2	<p>Involvement in the University students related activities / research activities:</p> <p>(a) Administrative responsibilities such as Head, Chairperson / Dean/ Director /Coordinator, Warden etc.</p> <p>(b) Examination and evaluation duties assigned by the college / university or attending the examinationpaper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organizing seminars / conferences / workshops, other college / university activities.</p> <p>(e) Evidence of actively involved in guiding Ph.D.students.</p> <p>(f) Conducting minor or major research project sponsored by national or international agencies.</p> <p>(g) At least one single or joint publication in peer reviewed or UGC list of Journals.</p> <p>(h) Farmers related activities, outreach activities such a field days, farmers trainings (on-campus/off- campus), Model village/a Seed Village/a Custom Hiring Centre/a Contract Farming Arrangements/a Climate Smart Village</p> <p>(i) Capacity building programmes for farmers and line departments</p> <p>(j) Technology dissemination and its impact as evidenced in peer reviewed journals</p>	<p>Good - Involved in at least 3 activities</p> <p>Satisfactory - 1-2 activities</p> <p>Not- Satisfactory - Not involved/ undertaken any of the activities</p> <p>Note: Number of activities can be within or across the broad categories of activities</p>

Overall Grading

Good	Good in teaching / research /extension or good in activity at Sl. No. 2
OR	
Satisfactory	Satisfactory in teaching / research /extension and good or satisfactory in activity Sl. No. 2
Not Satisfactory	If neither good nor satisfactory in overall grading

Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher/scientist and equivalent 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/scientist and equivalent 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/research/extension responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures under rules.

Appendix-I
(Table-2)
(Methodology for University Teachers for calculating
Academic/Research/Extension Score)

(Assessment must be based on evidence produced by the teacher/scientist and equivalent such as; copy(ies) of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' PG and Ph.D. award letter, etc.)

S.N.	Academic/Research/ Extension Activity	Faculty of Sciences /Engineering / Agriculture /Medical/Veterinary Sciences	Score obtained
1.	Research Papers in Peer-Reviewed or UGC listed Journals	8 per paper	
2.	Publications (other than Research papers)		
	(a) Books authored which are published by ;		
	International publishers	12	
	National Publishers	10	
	Chapter in Edited Book	05	
	Editor of Book by International Publisher	10	
	Editor of Book by National Publisher	08	
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	
	Book	08	
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	
	(b) Design of new curricula and courses	02 per curricula/course	
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	
	MOOCs (developed in 4 quadrant) per module/lecture	05	
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	

	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	
	e-Content (developed in 4 quadrants) per module	05	
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	
	Editor of e-content for complete course/ paper /e-book	10	
4	(a) Research guidance		
	Ph.D.	10 per degree awarded 05 per thesis submitted	
	M.Phil./P.G dissertation	02 per degree awarded	
	(b) Research Projects Completed		
	More than 10 lakhs	10	
	Less than 10 lakhs	05	
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	
	Less than 10 lakhs	02	
	(d) Consultancy	03	
5	(a) Patents		
	International	10	
	National	7	
	(b) *Policy Document (Submitted to an International body/ organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)		
	International	10	
	National	07	
	State	04	
	(c) Awards/Fellowship		
	International	07	
	National	05	
6	*Invited lectures / Resource Person/ paper presentation in Seminars / Conferences/full paper in Conference Proceedings (Paper presented in Seminars / Conferences and also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)	07	
	International (within country)	05	
	National	03	
	State/ university	02	

Annexure-I
to Notification No. 14 (Secy.) of 2022 dated. 02.08.2022

7.	Extension		
	New Extension Models developed and implemented	2	
	Value Chain/ Model Villages Contribution made for the development and establishment of a Value Chain/a Model Village/a Seed Village/a Custom Hiring Centre/a Contract Farming Arrangement/a Climate Smart Village.	5 per activity	
	Innovative Extension Methodologies or Approaches adopted in at least 5 villages/Farmer Field Schools/Farmer Interest Groups established and documentation of success stories:	8	
	Involvement in technology application programs through technology assessment and refinement/On-farm testing:	3	
	Capacity Development	2	
	Technology dissemination and its impact as evidenced in peer reviewed journals	4	

NOTE :

The Research Score for research papers would be augmented as follows: Peer Reviewed NAAS rated or UGC listed journals (Impact factor to be determined as per Thomas Reuters List)

	Papers in refereed journals without impact factor	5 Points
	Papers with impact factor less than 1	10 Points
	Papers with impact factor between 1 and 2	15 Points
	Papers with impact factor between 2 and 5	20 Points
	Papers with impact factor between 5 and 10	25 Points
	Papers with impact factor >10	30 Points
	Two authors	70% of total value of publication for each author

	More than two authors	70% of total value of publication for First/ Principal / Corresponding author and 30% of total value of publications for each of the joint authors
	Joint Projects	Principal Investigator and Co-Investigator would get 50% each
NOTE :		
	<ul style="list-style-type: none">• Paper presented if part of edited book or proceeding then it can be claimed only once	
	<ul style="list-style-type: none">• For joint supervision of research students the formula shall be 70% of the total score for Major Advisor and 30% of the total score for Advisory Committee	
	<ul style="list-style-type: none">• For purpose of calculating research score of the teacher, the combined research score from the categories of 5(b) Policy Documents and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent (30%) of the total research score of the teacher concerned• The research score shall be from the minimum of three categories out of seven categories (Categories 1 to 7)• The extension score shall be from the minimum of three categories out of seven categories (Categories 1 to 7) Category : 7 is the compulsory category for the scientists working in extension system of the University.	

APPENDIX-II
APPLICATION FORM TO BE FILLED BY THE TEACHER/SCIENTIST &
EQUIVALENT FOR PLACEMENT/PROMOTION UNDER CAREER ADVANCEMENT
SCHEME FOR TEACHERS / SCIENTISTS-(2018)

Part-A: General Information and Academic Background

1	Name (in Block Letters)	
2	Father's Name	
3	Present Place of Posting:	
4	Name of the Faculty	
5	Name of the Division	
6	Name of the Research Station/ Institute/ KVK	
7	Current Designation & Level of Pay:	
8	Whether held under direct recruitment or promotion under CAS (Quote U.O. and date)	
9	Date of Last Promotion under CAS, if any	
10	Stage for which you are an applicant for promotion under CAS	
11	Proposed date of Eligibility for Promotion as per Eligibility Conditions and CAS Promotion Criteria	
12	Date and Place of Birth	
13	Nationality	
14	Marital Status	
15	The Category you belongs to (SC/ST/OBC/GEN)	
16	Address for Correspondence (with Pin Code)	
17	Permanent Address (with Pin Code)	
18	Telephone No., Mobile No., E-mail Address	

17. Academic Qualifications:.....

18. Research Degree (s):

Degree(s)	Title of Dissertation /Thesis	Year of Award	University
M.Sc			
M.Phil.			
Ph.D.			
Any Other			

19. Appointment prior to joining SKUAST

Designation	Name of Employer	Nature of Appointment	Date of Joining	Date of Leaving	Salary with Grade Pay/ Level	Reasons for Leaving

Period of teaching experience:P.G. Classes (in years)

..... U.G. Classes (in years).....

Research Experience:.....

Extension Experience.....

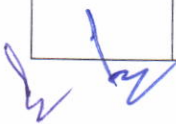
(Applicants are required to count the minimum experience required for promotion in view of clause 3.11 of UGC Regulations on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2018 UGC Regulations, 2018 as amended from time to time)

20. Details of Orientation and Refresher / Research Methodology Course attended:

Name of the Course	Duration	Name of Academic Staff College /Human Resource Development Centre	Sponsoring Agency

21. Research Publications

S.No	Title of the paper	Authors	Journal Name	Year of publication



PART-B

(CAS Application Form for Promotion of Assistant Professor / Associate Professor and Professor in accordance with UGC (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities & Colleges and Measures for the Maintenance of Standards in Higher Education Regulations-2018 in SKUAST – Jammu and SKUAST – Kashmir)

**Table-1A (Assessment Criteria and Methodology)
Activity 1: Teaching (For teachers/ scientists for whom Teaching is major activity)**

Year	Course / Paper	Level (UG,PG, Ph.D)	Mode of Teaching	Total Classes Assigned	Number of Classes taught as per documented record	Number of Classes taught / Total classes assigned) x 100% Classes	Grading	ANNEXURE NO.
<p>* Lecture (L), Practical (P) , Training 80% & above – Good Below 80% but 70% & above-Satisfactory Less than 70% - Not satisfactory</p>								

Table-1B (Assessment Criteria and Methodology)

Activity 1: Extension (For scientists and equivalent cadre for whom Extension is major activity)

Year	Name of extension activities as per Action Plan	On campus/off campus	Total Extension activities assigned	Number of extension activities conducted as per documented record	(Number of extension activities conducted/Total extension activities assigned x100) %	Grading	ANNEXURE NO.

Table-1C (Assessment Criteria and Methodology)

Activity 1: Research (For scientists and equivalent cadre for whom Research is major activity)

Year	Name of experiment/ trial as per Action Plan	Mode of experiment / trial (off campus, on campus)	Total experiments/ trials assigned	Number of experiments / trials conducted as per documented record	(Number of experiments / trials conducted / Total extension activities assigned x100) %	Grading	ANNEXURE NO.

Activity 2: Involvement in Students-Related Activities/ Research Activities/Extension Activities:

- (a) Administrative responsibilities such as; Head/Chairperson/ Dean/ Director/ Coordinator, Warden etc. (b) Examination and evaluation duties assigned by the University or attending the examination paper evaluation. (c) Student related co- curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organising seminars/ conferences/ workshops, other college/university activities. (e) Evidence of being actively involved in guiding Ph.D. students. (f) Conducting minor or major research project (s) sponsored by national or international agencies. (g) At least one single or joint publication in peer-reviewed or UGC list of Journals.

Year	Detail of Activities	Categories	Number of Activities during Assessment Period	Grading	Annexure No.

Part - C
(Methodology for University Teachers for calculating
Academic/Research/Extension Score)

(Assessment must be based on evidence produced by the teacher/scientist and equivalent such as; copy(ies) of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' PG and Ph.D. award letter, etc.)

SR. NO.	ACADEMIC / RESEARCH / EXTENSION ACTIVITY	Score as Per UGC Regulations: Faculty of Basic Sciences, Agriculture, Veterinary Sciences	ENTER QUANTITY/ PARAMETER	OBTAINED SCORE	Annexure No.
Research Papers in Peer-Reviewed or UGC-listed (Refereed) Journals without Impact Factor					
	Single Author	13/13			
	Two Authors	9.1/13			
	First/Principal/Corresponding Author (More than 2 Authors)	9.1/13			
	Joint Author (More than 2 Authors)	3.9/13			
Research Papers in Peer-Reviewed or UGC-listed with Impact Factor less than 1					
	Single Author	18/18			
	Two Authors	12.6/18			
	First/Principal/Corresponding Author (More than 2 Authors)	12.6/18			
	Joint Author (More than 2 Authors)	5.4/18			
Research Papers in Peer-Reviewed or UGC-listed with Impact Factor between 1 and 2 (Include 1 not 2)					
	Single Author	23/23			
	Two Authors	16.1/23			
	First/Principal/Corresponding Author (More than 2 Authors)	16.1/23			
	Joint Author (More than 2 Authors)	6.9/23			
Research Papers in Peer-Reviewed or UGC listed with Impact Factor between 2 and 5 (Include 2 not 5)					

	Single Author	28/28			
	Two Authors	19.6/28			
	First/Principal/Corresponding Author (More than 2 Authors)	19.6/28			
	Joint Author (More than 2 Authors)	8.4/28			
Research Papers in Peer-Reviewed or UGC listed with Impact Factor between 5 and 10 (Include 5 not 10)					
	Single Author	33/33			
	Two Authors	23.1/33			
	First/Principal/Corresponding Author (More than 2 Authors)	23.1/33			
	Joint Author (More than 2 Authors)	9.9/33			
Research Papers in Peer-Reviewed or UGC listed with Impact Factor > 10 (Include 10)					
	Single Author	38/38			
	Two Authors	26.6/38			
	First/Principal/Corresponding Author (More than 2 Authors)	26.6/38			
	Joint Author (More than 2 Authors)	11.4/38			
Sub Total (Part 1)					
2 (a)	Books Authored				
	Published by International Publishers	12/12			
	Published by National Publishers	10/10			
	Publication of Chapter in Edited Books	5/5			
Editor of Book by International Publishers					
	Editor of Book by International Publishers	10/10			
	Editor of Book by National Publishers	8/8			
2 (b)	Translation Works in Indian and Foreign languages				
	Chapter or Research Paper	3/3			
	Translation Work of Book	8/8			
Sub Total (Part 2)					

3	Creation of ICT-mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula				
3 (a)	I. Development of Innovative pedagogy; Contributor / Contributors	5/5			
	II. Planning and Implementation of On Farm Trials				
3 (b)	Design of New Curricula and Courses (ICT Based)/ Conducting of PRA/Base Line survey of operational villages				
	Contributor / Contributors	2/2			
3 (c)	Development of Complete MOOC's in 4 Quadrant (4 Credit Course)/ Publication of Success stories				
	4	20/20			
	3	15/15			
	2	10/10			
	1	5/5			
	MOOCs (developed in 4 quadrant) per module / lecture / Lecture given in Extension Programmes/				
	Module / Lecture Creator (Per Module)	5/5			
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)				
	Content Writer / Subject Matter Expert (Per Module)	2/2			
	Course Coordinator for MOOCs				
	4 Credit Course	8/8			
	3 Credit Course	6/6			
	2 Credit Course	4/4			
	1 Credit Course	2/2			
3 (d)	Development of E-Content in 4 quadrants for a Complete Course / E-Book/ Literature developed for Farmers/Trainees/Extension Functionaries				
	E-Content in 4 quadrants for a Complete Course / E-Book	12/12			
	E-Content (developed in 4 quadrants) per module/ Coordinator/co-coordinator/member of organizing an event/activity/programme of National Initiatives				
	Module(s)	5/5			
	Contribution to development of E-Content module in Complete Course / Paper / E-Book (at least one quadrant) / Coordinator/Co-coordinator/member of publication of university/Division/Research station/KVK newsletter/Progress Report/Annual Report/QRT Report or any other report				

	Contributor	2/2			
	Editor of E-Content for Complete Course / Paper / E-Book				
	Editor	10/10			
	Sub Total (Part 3)				
4 (a)	Research Guidance				
	Ph.D. Guidance (Degree Awarded)				
	Ph.D. Guidance (Awarded) (Major Advisor)	7/10			
	Ph.D. Guidance (Awarded) (Advisory Committee member)	3/10			
	Ph.D. Guidance (Thesis Submitted)				
	Ph.D. Guidance (Submitted) (Major Advisor)	5/5			
	Ph.D. Guidance (Submitted) (Advisory Committee member)	1.5/5			
	M.Phil./P.G Dissertation Guidance (Degree Awarded)				
	M.Phil./P.G Dissertation (Major Advisor)	2/2			
	M.Phil./P.G Dissertation (Advisory Committee member)	0.6/2			
4 (b)	Research Project Completed (More than 10 Lakhs)				
	Sole Investigator	10/10			
	Principal Investigator in Joint Project	5/5			
	Co-investigator in Joint Project	5/5			
	Research Project Completed (Less than 10 Lakhs)				
	Sole Investigator	5/5			
	Principal Investigator in Joint Project	2.5/2.5			
	Co-investigator in Joint Project	2.5/2.5			
4 (c)	Research Project Ongoing (More than 10 Lakhs)				
	Sole Investigator	5/5			
	Principal Investigator in Joint Project	2.5/2.5			
	Co-investigator in Joint Project	2.5/2.5			

	Research Project Ongoing (Less than 10 Lakhs)			
	Sole Investigator	2/2		
	Principal Investigator in Joint Project	1/1		
	Co-investigator in Joint Project	1/1		
4 (d)	Consultancy			
	Consultancy	3/3		
Sub Total (Part 4)				
5 (a)	Patent			
	International	10/10		
	National	7/7		
5 (b)	Policy Document (International Body/Organization/Central Govt. or State Govt.)			
	International	10/10		
	National	7/7		
	State	4/4		
5 (c)	Awards / Fellowship			
	International	7/7		
	National	5/5		
Sub Total (Part 5)				
6	Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference			
	International (Abroad)	7/7		
	International (Within Country)	5/5		
	National	3/3		
	State University	2/2		
Sub Total (Part-6)				
7	Extension Education Activities			
8	New extension models developed and implemented	2/2		
	Value Chain/ Model Villages contribution made for the development and establishment of a Value/ a Custom Hiring Centre/ a Climate Smart Village	5/5 per activity		

Innovative Extension Methodologies or Approaches adopted in at least 5 villages / Farmers Field Schools / Farmer Interest Group established and documentation of success stories. Involvement in technology	8/8			
Involvement in technology application programme through technology assessment and refinement/ on- farm testing	3/3			
Capacity Development	2/2			
Technology dissemination and its impact as evidenced in peer reviewed journals	4/4			
Total Score without Capping				
Total Score of 5 (b) +6/7				
Cropped Score of 5 (b) + 6 and 7 (30% of Total Score of 5 (B) +6 and/ or 7)				
Total Score with Capping, wherever applicable				
FINAL OBTAINED SCORE (API)				

Note : The pattern for above methodology for calculation of Academic/ Research/ Extension score has been devised on the basis of Table – 2 (Faculty of Sciences/ Engineering/ Agriculture/ Medical/ Veterinary Science) of University Grants Commission in light of Regulations 2018

NOTE :

The Research Score for research papers would be augmented as follows: Peer Reviewed NAAS rated or UGC listed journals (Impact factor to be determined as per Thomas Reuters List)

Papers in refereed journals without impact factor	5 Points
Papers with impact factor less than 1	10 Points
Papers with impact factor between 1 and 2	15 Points
Papers with impact factor between 2 and 5	20 Points
Papers with impact factor between 5 and 10	25 Points
Papers with impact factor >10	30 Points
Two authors	70% of total value of publication for each author
More than two authors	70% of total value of publication for First/ Principal / Corresponding author and 30% of total value of publications for each of the joint authors
Joint Projects	Principal Investigator and Co- Investigator would get 50% each
NOTE :	
	<ul style="list-style-type: none"> • Paper presented if part of edited book or proceeding then it can be claimed only once
	<ul style="list-style-type: none"> • For joint supervision of research students the formula shall be 70% of the total score for Major Advisor and 30% of the total score for Advisory Committee
	<ul style="list-style-type: none"> • For purpose of calculating research score of the teacher, the combined research score from the categories of 5 (b) Policy Documents and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent(30%) of the total research score of the teacher concerned • The research score shall be from the minimum of three categories out of six categories (Categories 1 to 6) • The extension score shall be from the minimum of three categories out of six categories (Categories 1 to 7) Category:7 is the compulsory category for the scientists working in extension system of the University.
	Note : The above methodology for calculation of Academic/ Research/ Extension score has been made on the basis of Table – 2 (Faculty of Sciences/ Engineering/ Agriculture/ Medical/ Veterinary Science)

Part – D

(Only for promotion of Professor and equivalent (AL-14) to Senior Professor (HAG, AL – 15)

Eligibility	Details	
1) Ten years experience as Professor and equivalent (quote University Order & date of placement as Professor and equivalent)		
2) List of publications during the assessment period of ten years in NAAS rated/ peer reviewed/UGC listed journals.		
3) As Major Advisor/Chairperson		
i/ Degree awarded to Ph.D. students		
ii/ Degree awarded to Master students		
4) Co-Advisor/Co-Chairperson		
i/ Ph.D. students		
ii/ Master students		

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Part - E

Other Relevant Information:

Please give details of any other credential, significant contributions, awards received etc. not mentioned earlier:

Sr. No.	Details (Mention Year, Value etc. where relevant)

(Attach documentary proof in support of the information provided by you in this proforma)

List of Enclosures: (Please attach copies of certificates, sanction orders, papers, notifications etc., wherever necessary)

- 1.
- 2.
- 3.
- 4.
- 5.

I hereby declare that the information/documents provided by me are correct and verifiable, and I have carefully read the relevant provisions relating to promotion under Career Advancement Scheme (CAS) as contained in these regulations (based on UGC Regulations 2018) and as amended from time to time.

Date.....

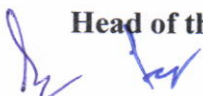
Place.....

Signature & Designation of the Applicant

Certified that Mr./Ms./Dr.....has been working as..... in the Division/Institute/Unit of since.....

The particulars given in this application have been checked and verified from the office records and are found to be correct.

Head of the Division/Institute/Unit



Endorsed by the Director/Dean concerned

Observations / Recommendations of Dean / Director

W *W*

TABLE:3

Summary of Grading Criteria and Academic-Research-Extension Scores (Except for Senior Professor):

Categories	Year-1	Year-2	Year-3	Year-4	Year-5	Year-6
Activity-1: Teaching Score						
Activity-2: Involvement in the students related activities / research activities						
Activity-3: Extension Score						
Total of Activity-1, Activity- 2 and Activity-3						
Table-2: Academic, Research and Extension Score (after applying cap, wherever applicable)						