



## Report

**Nature of the Event:** Faculty Development Programme

**Participants:** Faculty members and Library staff of NSOU (26 faculties)

**Objectives of the Webinar:** To sensitize on-

- CAS instructions
- Guidelines for preparation of CAS

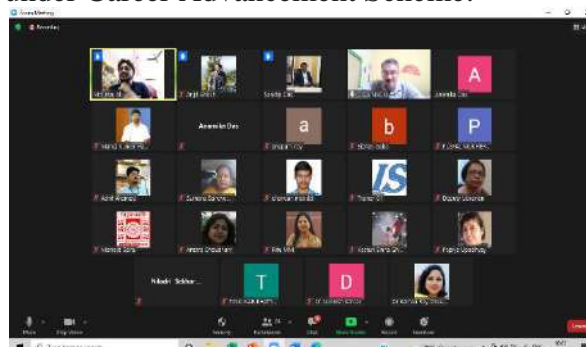
**Speaker:** Prof. Anirban Ghosh, Director, CIQA, NSOU

### The Beginning:

The Webinar was introduced by Prof. Ghosh with a formal welcome to all the attendees. He extended a warm thanks to all faculty members of NSOU for the whole-hearted contribution and efforts to bring about a commendable performance in achieving Grade 'A' in the recently NAAC A & A process of the University. He also lauded that faculties are the pillars of an Institution and thus appraisal of performance is a fulcrum to quality assurance and maintenance of standards.

Prof. Ghosh initiated his deliberation on CAS by indicating the background and significance of CAS and its regulations in extant (and as revised from time to time) issued by the West Bengal Higher Education Department in concurrence to the UGC.

As all are aware, UGC (Minimum Qualifications for Appointment of Teachers & Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) Regulations (Year varied as per revised notifications) has provisions for recruitment & promotion of faculty members under Career Advancement Scheme.

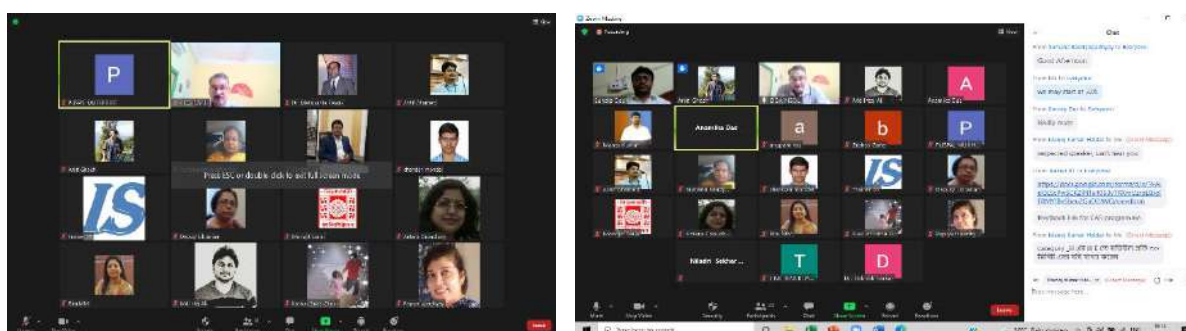


### Presentation by the Speaker:

Prof. Ghosh's deliberation threw light on the following points of actions through a systematic presentation of the following considered and vital information and points of action-

Government of West Bengal Higher Education, Science & Technology and Biotechnology Department has issued consequent upon the Notification of the University Grants Commission's (4th Amendment) Regulations published vide Number F.1-2/2016 dated

11.07.2016, and in continuation of the matter regarding adoption of the Regulations was under active consideration of this Department for some time past. After careful consideration of all the aspects in this regard, the section 18 of the West Bengal Universities and Colleges (Administration and Regulation) Act, 2017, directs that the teachers and librarians of the University and Government-aided Colleges in West Bengal, who come under the administrative jurisdiction of this Department, shall be guided by the Career Advancement Scheme (CAS) detailed in the notification vide Memo. No. No. 1343-Edn(U)/1U-41/11(Pt) dated 07/12/2017. In this connection, it is directed that if the assessment period of any incumbent for the purpose of Career Advancement falls under both the UGC's Regulations, 2010 and Regulations 2016, then for the purpose of computation of API score, the period prior to issuance of this notification shall be guided by the Department's Order vide No. 1197 (28)-Edn(U)/1U-41/11(Pt) dated 31/12/2012 and all corresponding orders issued in this regard, and for the period falling after the date of issuance of this Notification shall be guided by the scheme provided in the 07.12.2017 notification.



### **Performance based Academic Score (PBAS) under CAS in brief:**

Prof. Ghosh articulated the PBAS in a nutshell for practical understanding of the audience-  
 Category-I: Teaching, Learning and Evaluation Related Activities

Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; domain knowledge; (b) participation in examination and evaluation; and (c) contribution to innovative teaching, new courses etc. The minimum API score required by teachers from this category is different for different levels of promotion. The self- assessment score should be based on objectively verifiable records. It shall be finalized by the screening cum evaluation / selection committee. Universities may detail the activities, in case institutional specificities require, adjust the weightages without changing the minimum total API scores required under this category.

Category -II: Professional Development, Co-Curricular and Extension Activities

Based on the teacher's self-assessment, Category II API scores are proposed for Professional development, co-curricular and extension activities; and related contributions. The minimum API required by teachers for eligibility for promotion is fixed with list of items and scores prescribed. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and selection committee for the promotion of Assistant Professor to Associate Professor and Professor

Category-III: Research and Academic Contributions

Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API scores required for teachers from this category are different for different levels of promotion in universities and colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and Selection Committee for the promotion of Assistant Professor to Associate Professor and Professor.

Drawing close to his presentation, Prof. Ghosh stated that faculty members who wish to be considered for promotion under Career Advancement Scheme of UGC may be invited to apply to the Head of concerned Department / School stating that s/he fulfils all qualifications under CAS and submit the Performance Based Appraisal System (PBAS) proforma (Old or Revised, as may be applicable time to time by the UGC) duly supported by all credentials as per the API guidelines set out in concurrent regulations and also in the prescribed proforma. The faculty members may apply three months in advance of the due date of promotion.

Position	Level	Service period	Criteria
Assistant Professor	Stage 1 to 2	Normal-6 yrs With Ph.D-4yrs With M.Phil-5Yrs	i) Min. APE: I-80Yr; II-50 Ass period; III-20 AP; II+III-90 AP ii) One OP & one RC/ Research Methodology course of 2/3 wks iii) Screening and/or Selection Committee
	Stage 2 to 3	5 years at stage 2	i) Min. APE: I-80Yr; II-50 Ass period; III-50 AP; II+III-120 AP ii) One RC/ Methodology/training on teaching-learning/self skills dev. Pgrs of 2/3 wks iii) Screening and/or Selection committee
Associate Professor (Stage 4)	Stage 3 to 4	3 year at stage 3	i) Min. APE: I-75Yr; II-50 Ass period; III-73 AP; II+III-150 AP ii) At least 3 publications as Assistant Prof. (12Yrs) iii) One course on Methodology/training/ skills dev. Pgrs FDP of 1 wk iv) Screening & Selection committee
Professor (Stage 5)	Stage 4 to 5	3 Years of stage 4 (as Associate Professor)	i) Min. APE: I-70Yr; II-50 Ass period; III-1 ii) Min. 5 publications since stage 3 iii) Screening & Selection Committee

### Interaction:

This session invited questions/queries from the attendees. Some faculty members came up with relevant and circumstantial queries on CAS and weightages. These were satisfactorily addressed by the speaker.

### Closing:

All the faculty members and library staff congratulated CIQA for this valued initiative. The webinar cleared doubts and developed confidence among the members to proceed in right direction.

The Webinar concluded by proposing thanks to the Hon'ble Vice Chancellor, Registrar, Finance Officer, Directors, Faculties, Officers, Officials and other staff members of the University.

--Report prepared by Dr. Papiya Upadhyay