

ACHARYA N.G.RANGA AGRICULTURAL UNIVERSITY  
ADMN. OFFICE : RAJENDRANAGAR : HYDERABAD-30

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Proc.No.2007/Ser.IV/A2/2011

Dated:24.12.2011

Sub: ANGRAU - Estt. - Revised UGC Pay Scales of 2006 for the Teachers -  
Implementation of Career Advancement Scheme for Teachers of ANGRAU -  
ANGRAU Teachers Career Advancement Scheme Regulations 2011 - Orders  
- Issued.

Ref: 1. G.O.Ms.No.14, Higher Education (UE.II) Department Dated:20.02.2010 of  
the Principal Secretary to Government, Higher Education Department, A.P.  
Secretariat, Hyderabad.

2. Proc.No.1950/BG/A2/2010, dt:02.03.2010

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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: 27<sup>th</sup> 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'2011
- ii) They shall be deemed to have come into force with effect from 01.01.2006.
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 used in these guidelines shall include teachers in equivalent cadres in teaching research and extension.
  - c) Assistant Professor (Placement in Stage-2) means the scale of Rs.15600-39100+AGP 7000.
  - d) Assistant Professor (Placement in Stage-3) means the Scale of Rs.15600-39100+AGP 8000.

Objectives of the Scheme:

3. The objective of the Scheme is to provide for Career Advancement of teachers
  - (a) In the cadre of Assistant Professor Leading to their:
    - i) Placement for moving to the next higher grade of AGP Stage 2, Stage 3, Stage 4, Stage 5 and Stage 6
    - ii) Promotion of Assistant Professor to Associate Professor  
and
  - (b) Promotion of Associate Professor to Professor
4. Placement of Assistant Professor in Stage-2 in the pay band of Rs.15600-39100 + AGP 7000
  - i) Every Assistant Professor in the pay band of Rs.15600-39100+AGP Rs.6000 will be placed in the Stage-2 if he / she has:



- a) Completed 4/5/6 years of service, in respect of candidates with Ph.D / M.Phil / M.Sc degree respectively in the subject / specialization.
- b) The performance of the candidates should be consistently satisfactory as obtained in annual appraisal (Confidential) reports.
- ii) The placement of Stage-2 for extending in the pay band of Rs.15600-39100 + AGP 7000 Subject to the API based PBAS requirements through a process of screening described by these Regulations by screening committee constituted by the University without interview.
- iii) Assistant Professors who desired to be considered for placement in Stage-2 shall present their work and contributions to the Registrar along with the application form prescribed for the purpose.
- iv) One orientation and one refresher / Research methodology Course of 2/3 weeks duration.
5. Placement of Assistant Professor in Stage-3 in the pay band of Rs.15600-39100 + AGP 8000:

The Assistant Professors who have completed five years of service in the second grade (stage 2) ~~or 9 years service for Ph.D degree holders~~ shall be eligible for extending the Stage-3 in the pay band of Rs.15600-39100+AGP 8000 subject to meeting the API based PBAS requirements laid down by these Regulations, to move up to next higher grade (stage 3).

One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and faculty Development Programmes of 2/3 week duration.

The work and contributions presented by the Assistant Professor for placement in Stage-2 and Stage-3 shall be assessed by a Screening Committee consisting of:

- |   |     |          |
|---|-----|----------|
| a) The Vice-chancellor                          | ... | Chairman |
| b) Dean of Faculty concerned                    | ... | Member   |
| c) University Head of the Department* concerned | ... | Member   |
| d) One Subject expert in the concerned subject  | ..  | Member   |

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

The quorum for the meeting of the Screening 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 Committee shall be placed before the Board of Management for approval.

6. Promotion from Assistant Professor to Associate Professor Stage-4 in the pay band of Rs.37400-67000 + AGP Rs.9000:

Assistant Professors completing three years of Teaching / Research / Extension in third grade (stage 3) shall be eligible for extending the Stage-4 in the pay band of Rs.37400-67000 + AGP Rs.9000 subject to meeting the API based PBAS requirements prescribed by these Regulations, to move to the next higher grade (stage 4) and to be designated as Associate Professor.

- a) At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication will be given to M.Phil. holders and an exemption of two publications will be given to Ph.D holders.



- b) One course / Programme from among the categories of methodology workshop, training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration.

Promotion to the post of Associate Professor will be through a process of selection by a Selection Committee to be constituted as per section 32(i) of the ANGRAU Act.

The recommendations of the Selection Committee will be placed before the Board of Management for consideration and approval.

The selection grade posts will stand created for this purpose by upgrading the posts held by the Assistant professors approved for placement in Selection Grade which posts will be personal to them.

7. Promotion from Associate Professor to Professor Stage-5 in the Pay Band of Rs.37400-67000 + AGP Rs.10000:

In addition to the sanctioned post of professor which must be filled in through Direct Recruitment through all India Advertisement, Promotions may be made from the posts of Associate Professor to that of Professor with Ph. D degree. The Selection Committee for promotion to the posts of Professor shall be the same as that of direct recruitment as per Section 32(i) of the ANGRAU Act. The following procedure shall be adopted for the purpose.

- i. Associate Professor completing three years of service in stage 4 and possessing a Ph.D Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and be placed in the next higher grade (stage 5), subject to (a) satisfying the required credit points as per API based PBAS methodology and an assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor. Provided that no teacher, other than those with a Ph.D., shall be promoted or appointed as Professor.
- ii. Teachers may combine two assessment periods (in stages 2 & 3) to achieve minimum API scores, if required.
- iii. A minimum of five publications since the period that the teacher is placed in Stage 3.
  - a) The candidates shall present before the Selection Committee for personal interviews.
  - b) Self-appraisal reports of the candidate shall be submitted to the Selection committee.
  - c) Report of Research contributions, copies of books, research papers etc., published shall be submitted to the Selection committee.
  - d) The best three written contributions like books, research papers as defined by the candidates shall be submitted in advance with the application for submission to experts in the concerned field before presenting for interview. The candidate shall submit these books / papers in three sets along with the application.
  - e) Seminars / Conference attended shall be clearly highlighted in the bio-data.
  - f) The candidate shall submit a report on his contributions in teaching, research and other academic activities and for the overall development of the University and;
  - g) A report on extension activities and Field outreach activities.



h) The Professor posts created for this purpose by upgrading the posts held by Associate Professor approved for placement in which the posts will be personal to them.

8. Professor to Professor for placement in Stage-6 in the pay band of Rs.37400-67000 + AGP Rs.12000:

Ten percent of the positions of Professors in a University, with a minimum of ten years of teaching and research experience as professor either in the pre-revised scale of Professor's pay or the revised scale pay will be eligible for promotion to the higher grade of Professorship (Stage 6), on satisfying the required API score as per Tables I and II through the PBAS methodology stipulated in these Regulations through a duly constituted Expert committee, and such teachers promoted to the higher grade shall continue to be designated as "Professor". As this AGP elevation for Professor is applicable to only University Departments, additional credentials are to be evidenced by:

- (a) Post-doctoral research outputs of high standard:
- (b) Awards / honours / and recognitions;
- (c) Additional research degrees like D.Sc., D.Litt. L.L.B., etc; patents and IPR on products and processes developed / technology transfer achieved in the case of teachers in science and technology.

The selection is to be conducted by the University by receiving duly filled PBAS proformas from eligible professors based on seniority.

9. GENERAL CONDITIONS

- (i) In the final assessment, if the candidates do not either fulfill the minimum API scores in the criteria as per PBAS proforma or obtain less than 50% in expert assessment, whenever applicable, such candidates will be reassessed only after a minimum period of one year.
- (ii) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from the date of assumption of charge.
- (iii) If the candidate does not succeed in that first assessment, but succeeds in the eventual assessment, his / her promotion will be deemed to be from the later date of successful assessment.
- (iv) Retired teachers in the Assistant Professor / Associate Professor / Professor Cadre are not eligible to extend the CAS benefits as per UGC Pay Scales of 2006. *w.e.f. 1.1.2006*

10. Counting of Past Service

Previous regular service, without any break as a Assistant Professor or equivalent, in a University, Colleges National Library, or other scientific organization e.g. CSIR, ICAR, UGC, DRDO, ICSSR, ICHR, ICMR, DBT etc. and as a UGC Research Scientist should be counted for direct recruitment and promotion under CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts :

- i) The post was in an equivalent grade / scale of pay as the post of Assistant Professor.
- ii) The Qualification for the post were not lower than the qualifications prescribed by the UGC for the post of Assistant Professor.

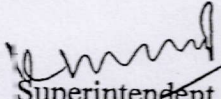


- iii) The candidates who apply for direct recruitment should apply through proper channel.
- iv) The concerned Assistant Professor possessed the minimum qualifications prescribed by the UGC.
- v) The post was filled in accordance with the prescribed selection procedure as laid down the University / State Government / Central Government / Institutions regulations.
- vi) The previous appointment was not as a guest lecturer for any duration or an ad-hoc in a leave vacancy of less than one year duration. Ad hoc or temporary service of more than one year duration can be counted provided that:
  - a) The period of service was of more than one year duration.
  - b) The incumbent was appointed on the recommendations of duly constituted Selection Committee; and
  - c) The incumbent was selected to the permanent post in continuation to the ad-hoc service, without any break.

K.V.S.Meena Kumari  
Registrar i/c.

To  
 All the Associate Deans, Agriculture & Home Science Colleges  
 All the Associate Directors of Research  
 All the Heads of Research Stations / Schemes.  
 All the Coordinators of DAATTC in ANGRAU.  
 All the Programme Coordinators of KVK's in ANGRAU.  
 All the Principals of Polytechnic's of ANGRAU.  
 The Principal, EEI, Rajendranagar.  
 The University Librarian, Rajendranagar.  
 Cc: to P.S to Vice-Chancellor.  
 Cc: to Assistant Registrar (OP).  
 Cc: to PA to Dean of Agriculture / Home Science/Dean P. G. Studies.  
 Cc: to PA to Director of Research / Director of Extension / University Librarian.  
 Cc: to PA to Registrar / Comptroller / Controller of Examinations  
 Cc: to Director (IP) AHRDP / Coordinator, P & M Cell, Admn. Office /  
 Principal Scientist & Coordinator, Farmers Call Center, Hyderabad  
 Cc: to All Technical Officers working in Admn. Office, Rajendranagar  
 Cc: to Home Science / O. P. /Ser.II Sections  
 Cc: to SF / SC

//Forwarded: By order//

  
 Superintendent 24/11/2011



The Committee has received information from the Secretary of the Board of Directors of the Corporation that the Board has authorized the Corporation to issue bonds in the amount of \$1,000,000. The Board has also authorized the Corporation to issue such bonds in such denominations and at such interest rates as may be determined by the Board. The Board has also authorized the Corporation to issue such bonds in such denominations and at such interest rates as may be determined by the Board. The Board has also authorized the Corporation to issue such bonds in such denominations and at such interest rates as may be determined by the Board.

K. V. Jones, Chairman  
 K. V. Jones, Secretary

All the assets of the Corporation are held in trust for the benefit of the creditors of the Corporation. The assets of the Corporation are held in trust for the benefit of the creditors of the Corporation. The assets of the Corporation are held in trust for the benefit of the creditors of the Corporation. The assets of the Corporation are held in trust for the benefit of the creditors of the Corporation. The assets of the Corporation are held in trust for the benefit of the creditors of the Corporation. The assets of the Corporation are held in trust for the benefit of the creditors of the Corporation. The assets of the Corporation are held in trust for the benefit of the creditors of the Corporation. The assets of the Corporation are held in trust for the benefit of the creditors of the Corporation. The assets of the Corporation are held in trust for the benefit of the creditors of the Corporation. The assets of the Corporation are held in trust for the benefit of the creditors of the Corporation.

Witness my hand and seal of the Corporation this 1st day of January, 1921.

K. V. Jones, Chairman  
 K. V. Jones, Secretary