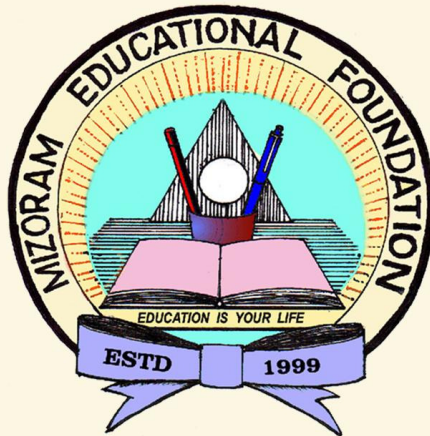


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From the Desk of the Chief Editor

Options for Promotion under CAS for College and University Teachers

The good news for some college and university teachers is that the University Grants Commission (UGC) has once again extended the grace period for promotion under Career Advancement Scheme (CAS) for those faculty members who have already qualified or are likely to qualify till **31st December 2024** as per the 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, **2010**. A choice may be given to them either for being considered for promotions under the **2010 or 2018 Regulations**.

The UGC maintains quality and standards of teachers of higher education institutions through regulations prepared from time to time for these purposes. The regulations being in use are the 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 and the subsequent amendments. The criteria for promotions under CAS laid down under these Regulations became effective from 18th July, 2018, the date of notification of these Regulations. However, to avoid hardship to those faculty members who had already qualified or were likely to qualify shortly under the regulations 2010, a provision was made for a choice to be given to them, for being considered for promotions under the UGC Regulations, 2010. This option could be exercised only within three years (2018 to 2021) from the date of notification of the Regulations 2018.

The relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) up to the date of notification of the UGC Regulations 2018 for the promotion from one Academic Level/Grade Pay to another under CAS as provided in UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments, was defined as under :

- i. Exemption from scoring under Category I, as defined in Appendix III of said above mentioned UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments including University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4th Amendment), Regulations, 2016, for faculty and other equivalent cadre positions.

- ii. Scoring in Category II and Category III for faculty and other equivalent cadre positions shall be as provided for in the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 with the following combined minimum API score requirement for Category II and Category III taken together.

The relaxation period was over by 18th July, 2018, that is, the date of notification of the UGC Regulations 2018. However, the subsequent amendments to the Regulations extended the relaxation period. The 3rd Amendment made in 2023 to the said UGC Regulations 2018 brought about changes in clause 6.3 of the said regulations. The amendment referred to, provided a choice to be given to those faculty members who had already qualified or were likely to qualify within six months (till 17th January, 2019) as per the UGC Regulations 2010, for being considered for promotions under the 2010 or 2018 Regulations. This option could be exercised only up to **31st December 2023** and the date of eligibility should be retained as the date of promotion. On the date of submission of the application, the candidate should have fulfilled all eligibility criteria required for promotion.

The UGC recently came out with another amendment to the Regulations 2018, that is, the 4th Amendment 2024 which came into force on 6th June, 2024, that is, the date of their publication in the Official Gazette. This amendment now substitutes the provision prescribed under Clause 6.3 in the 3rd amendment regulations 2023. The 4th Amendment 2024 reads:

*The criteria for promotions under Career Advancement Scheme laid down under these Regulations shall be effective from the date of notification of these Regulations. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify till **31st December 2024** as per the 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, **2010**, a choice may be given to them either for being considered for promotions under the **2010 or 2018 Regulations**. The date of eligibility shall be retained as the date of promotion. On the date of submission of the application, the candidate should fulfill all eligibility criteria required for promotion.*

A chance is now given again to those faculty members who could not get the promotions in time but have now qualified or are likely to qualify for the promotions **till 31st December, 2024**. The concerned teachers need to examine themselves and see which regulations, 2010 or 2018 would be more suitable for their assessment and consideration for promotions. Accordingly, they should prepare their applications based on the chosen regulations, ensure their fulfillment of the eligibility criteria and then submit the applications. In this way, the options provided by the UGC may be benefited by them.

Lalhmasai Chuaungo
Chief Editor