



VISVA-BHARATI

Notification

Faculty members who wishes to be considered for promotion under Career Advancement Scheme of UGC are invited to submit in writing to the Head of concerned Department / Centre, with **three months in advance of the due date**, that he/she fulfils all qualifications under CAS and submit the Performance Based Appraisal System (PBAS) proforma as evolved by Visva-Bharati (available on the university website) duly supported by all credentials as per the API guidelines set out in UGC Regulations 2010 and also in the proforma.

Candidates who do not consider themselves eligible can also apply at a later date.

Candidates who do not fulfil the minimum score requirement under the API Scoring System or those who obtain less than 50% in the expert assessment of the selection process will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has successfully got re-assessed.

While CAS promotions from a lower grade to a higher grade of Assistant Professor shall be decided by a "Screening cum Evaluation Committee", those to the grades of Associate Professor and Professor shall be decided by respective Selection Committees, by adhering to the criteria laid out as API score in PBAS.

Furthermore, three sets of three publications (made during the service as Associate Professor) shall be required to be submitted in a separate cover (for expert evaluation) for consideration of promotion from Assistant Professor to Associate Professor. Similarly, three sets of reprints of five major publications of the candidate shall be separately required from those applying for the grade of Professor, *provided* that such publications submitted by the candidate shall have been published subsequent to the period from which the teacher was placed in the Assistant Professor stage-II.

Provided further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation of the publications by the experts shall be factored into the weightage scores while finalizing the outcome of selection.

The applications with bio-data (annual self-appraisal reports), duly filled PBAS proforma and credentials should be submitted by the candidates **within January 31, 2013**. The head of concerned department shall forward the compiled applications with his/her recommendations to the Adhyaksha of their Bhavana preferably within **next five working days**. The Adhyaksha of Bhavana shall arrange for evaluation of the applications by involving external subject expert(s) and members nominated by the IQAC.

The next general circular calling for applications for CAS promotions from eligible candidates shall be issued in June/July 2013.

January 7, 2013

Coordinator, IQAC