



भारतीय पुनर्वास परिषद्
सामाजिक न्याय और अधिकारिता मंत्रालय का एक सांविधिक निकाय
दिव्यांगजन सशक्तिकरण विभाग
भारत सरकार

REHABILITATION COUNCIL OF INDIA
A Statutory Body of Ministry of Social Justice and Empowerment
Department of Empowerment of Persons with Disabilities (Divyangjan)
Government of India



F.No.7-91/Misc./2019/RCI

Dated: 05.07.2022
June, 2022

Sub: Comments / Suggestions on draft revised Career Advancement Scheme (CAS) in the field of Special Education-reg

Madam / Sir,

The norms for promotion of teachers in the field of special education under Career Advancement Scheme (CAS) developed by the Council in 2009 were valid till May 2015. The Council developed the Model Recruitment Rules (MRR) in 2016 and the same have been revised in 2021(available on RCI website). The syllabus of B.Ed. Spl.Ed. and M.Ed. Spl.Ed. was revised to two years duration in 2015 that included the norms for appointment of faculty for the programmes. After the convergence of training programmes, these syllabi are further under revision.

In view of the above, it has become essential to revise the CAS. Accordingly, the experts were requested to formulate the revised CAS keeping in view the new syllabi in special education being prepared after convergence and in the light of Model Recruitment Rules (MRRs), 2021. The following two draft CAS (copy attached) have been prepared by the experts:

- Norms for Faculty Recruitment and Career Advancement Scheme for RCI Approved Training Institutions Conducting D.Ed.(Special Education) Courses.
- Norms for Faculty Recruitment and Career Advancement Scheme for RCI Approved Universities/Colleges/Training Institutions Conducting B.Ed. and M.Ed. (Special Education) Programmes.

All concerned RCI approved Institutions and other Stakeholders are requested to submit their comments / suggestions, if any, latest by 21st July, 2022 through email on rci-depwd@gov.in.

(Vineet Singhal)
Member Secretary

Encl.: As above.

To

- All concerned RCI approved institutions
- Concerned Stakeholders / faculties
- National Institutes & CRCs under aegis of DEPwD

Copy to:

Computer section, RCI to upload on the website

Norms for Faculty Recruitment and Career Advancement Scheme for RCI Approved Training Institutions Conducting D.Ed.(Special Education) Courses

The following norms shall be followed by RCI approved training institutions for faculty recruitment and promotions:

Section A

For Direct recruitment

Eligibility:

Assistant Professor – Level 1 (Level 10 or equivalent as per central/state/institution rule)

- a. Masters in Social Sciences/ Humanities / Sciences
- b. M.Ed.Spl.Ed.(respective disability area) with two years of experience (post qualification) of teaching in special school for children irrespective disability area Or B.Ed.Spl.Ed.(respective disability area) with five years of experience (post qualification) of teaching in special school for children with respective disability area or D.Ed.Spl.Ed.(respective disability area) with 10 years of experience (post qualification) of teaching in special school for children in respective disability area
- c. The candidate must have valid Central Rehabilitation Registration number (CRR) with RCI

Advertisement for Vacancy

The vacant post shall be advertised calling for applications for the recruitment of the post(s) through news paper and/ or website of the training institution

Selection Committee

Composition of the selection committee shall include,

- a. Principal / coordinator of the D.Ed training programme,
- b. Two external experts in the specific field nominated by the Institution.

Section B

For Promotions under CAS

The following norm and procedures to be followed for promotions under CAS by RCI approved training institutions:

Eligibility for Promotion

1. **Assistant Professor: from Level 1 to level 2 (Level 11 or equivalent as per central/state/institution rule)**
 - (i) A minimum of eight years of experience as assistant professor level 1, in special

education in the respective disability area in the training institute(s). Completed eight years of service after regular appointment. Relaxation of one year and two years, respectively, is applicable for those with M.Phil. and Ph.D.

- (ii) A minimum of three research publications in the peer-reviewed journals and/ or Research experience with minimum of one research projects as investigator/coinvestigator funded by training institution or by any external agency
- (iii) Should have valid CRR number.
- (iv) Should have participated in one orientation course and one refresher course of approved duration, or engaged in other appropriate continuing education programmes of comparable quality
- (v) Consistently 'satisfactory or above' performance appraisal reports.

1. Assistant Professor from level 2 to level 3 (Level 12 or equivalent as per central/state/institution rule)

- (i) Completed five years of service in the position of assistant professor level 2 for 4 years with respective special education qualification.
- (ii) Obtained a Ph.D. degree
- (iii) A minimum of seven research publications in the peer-reviewed or UGC/RCI listed journals and/or Research experience with minimum of two research projects as investigator/coinvestigator.
- (iv) Proof of competency, scholarship and research as evidenced e.g., by self-assessment, reports of referees, quality of publications, contribution to educational innovation, design of new courses and curricula and extension activities;
- (v) Should have valid CRR number
- (vi) Possesses consistently good performance appraisal reports.

General guidelines:

- (i) The Selection Committee for promotion to all the above posts should consist of members similar to that of direct recruitment. The selection committee for level 2 and 3, the subject experts shall be three members in addition to the principal/course coordinator.
- (ii) For all the posts, the candidate should present herself/ himself before the Selection Committee with the following: (a) Self - appraisal reports, (b) Research contribution/ books/ articles published; (c) Any other academic contribution; (d) Continuing Rehabilitation Education (CRE)/ Seminars / Conferences attended; (e) Contribution to teaching / academic environment / innovation in special education; (f) Extension and field outreach activities; (g) Proof of all academic qualifications and work experience and other relevant records
- (iii) For Level 3, the best three written contributions of the candidate (as defined by her / him) may be sent in advance to the Experts to review before coming for the selection. The candidate should be asked to submit these in 3 sets with the application.

Section C

Faculty Norms for the Training Institution

Norms for Regular (Full Time) Faculty Requirement for D.Ed. in Special Education Programmes for training institutions shall be as given below. Those who are conducting B.Ed. and/or M.Ed. in Special

Education along with D.Ed. in Special Education Programme, please refer to the faculty norms of B.Ed./M.Ed. Special Education.

Sl	Programme	Specialization Level (Break Ups)			Faculty Level (Break Ups)			Total
		Special Education (Disability Specific)	Special Education (Cross Disability: other than Specialization)	Clinical/ Rehabilitation (Disability Specific)	Assistant Professor	Associate Professor	Professor	
1.	D.Ed. (One Disability Specialization) other than MD and IDD	02	01	01	03	01	00	04
2.	D.Ed. (One Disability from MD or IDD)	03	00	01	03	01	00	04
3.	D.Ed. (Two Disability Specialization) other than MD and IDD	04	01	02	05	02	00	07
4.	D.Ed. (MD + IDD)	06	00	01	05	02	00	07
5.	D.Ed. (MD or IDD + One Disability Area)	05	00	02	05	02	00	07
6.	D.Ed. (MD or IDD + Two Disability Area)	07	01	03	08	03	00	11
7.	D.Ed. (MD + IDD + One Disability Area)	08	00	03	08	03	00	11
8.	D.Ed. (MD + IDD + Two Disability Area)	10	00	04	10	04	00	14

Norms for Faculty Recruitment and Career Advancement Scheme for RCI Approved Universities/Colleges/Training Institutions Conducting B.Ed. and M.Ed. (Special Education) Programmes

This document contains the norms and guidelines that shall be followed by approved training institutions of Rehabilitation Council of India(RCI) for faculty recruitment and promotions. Reservations and relaxation shall be applicable as per central/state government rules.

**Section A
For Direct recruitment**

For the disciplines of Special Education in the areas of Visual Impairment, Hearing Impairment, Intellectual and Developmental Disabilities, Multiple Disabilities and any other areas of disabilities as notified by RCI from time to time, no person shall be appointed as faculty in Special Education in any university or in affiliated colleges, recognised by the Rehabilitation Council of India (RCI) to offer programmes in Special Education, if such person does not fulfil the qualifications, experience and other eligibility conditions for the appropriate post as provided herein under:

1. Assistant Professor in Special Education:

- 1.1 A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in Social Science subject or in Humanities or in Science or Mathematics from an Indian University, or an equivalent degree from an accredited foreign university.
- 1.2 A Master's Degree in Special Education in the concerned disability specialisation with at least 55% Marks or an equivalent grade in point scale where grading system is followed or a foreign University accredited/recognized by RCI.
- 1.3 Besides fulfilling the above qualifications, the candidate must have cleared the NET conducted by UGC or equivalent eligibility tests such as SET/SLET in the discipline of Special Education. The candidates who have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time.

Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions offering Programmes in Special Education subject to the fulfilment of the following conditions :-

- a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR / RCI.
- f) The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

1.4. The clause 1.3. shall not be applicable if the NET/SLET/SET required for candidates in discipline of special education for which NET/SLET/SET or equivalent eligibility test has not been conducted by UGC or Rehabilitation Council of India.

2. Associate Professor in Special Education:

- 2.1. A good academic record, with a Ph.D. Degree in Special Education/Education.
- 2.2. A Master 's Degree in Social Science/Science/Humanities/Mathematics with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed), from an Indian University or from a foreign University
- 2.3. A Master's Degree in Special Education in the concerned Disability Specialisation with at least 55% marks or an equivalent Grade in a point scale where grading system is followed, from an Indian University or from a foreign University accredited by RCI.
- 2.4. A minimum of eight years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry with a minimum of seven publications in the peer-reviewed or UGC/RCI listed journals and a total research score of seventy-five (75) as per the criteria given in Appendix 2.

3. Professor in Special Education

- 3.1. An eminent scholar in the field of special Education/rehabilitation of persons with disability having a Ph.D. degree in any discipline of rehabilitation of PWD(s) and published work in Special Education of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC/RCI listed journals and a total research score of 120 as per the criteria given in Appendix 2.
- 3.2. A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor and / or research experience at equivalent level at the University/National Level Institutions working for persons with disabilities with evidence of having successfully guided doctoral candidate. S/he has a valid CRR number issued by RCI.

4. Senior Professor in Special Education (In Universities):

(Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment).

- 4.1. An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC/RCI listed journals, significant research contribution to the field of disability education/Rehabilitation discipline, and engaged in research supervision.
- 4.2. A minimum of ten years of teaching/research experience as Professor or an equivalent position in a University, College or an institute of national importance. S/he has a valid CRR number issued by RCI.
- 4.3. The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years' experience.
- 4.4. The selection shall be based on ten best publications in the Peer-reviewed or UGC/RCI -listed journals and award of Ph.D degrees to at least five candidates under his/her supervision during

the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations.

The direct recruitment to the posts of Assistant Professor, Associate Professor and Professor in the Universities and Colleges, and Senior Professor in the Universities, shall be on the basis of merit through an all-India advertisement, shortlisting of the candidates as per prescribed scoring system followed by selection by a duly-constituted Selection Committee as per the provisions made under UGC Regulations from time to time. However, there shall be one expert as additional member duly nominated by Rehabilitation Council of India to the selection committee and the nominated expert should be either in the same or higher rank/ position than the rank/position for which the interview is to be held. These provisions shall be incorporated in the Statutes/Ordinances of the university concerned. The composition of such a committee shall be as specified in these Regulations. The pay scale, superannuation and other service conditions shall be regulated as per UGC and/or Statutes/Ordinances of the university concerned.

Section B

For Promotions under CAS

The following norms and guidelines shall be followed by the approved training institution (University/College) for promotion under Career Advance Scheme (CAS):

5. Promotion of Assistant Professors from I to II and II to III

The following norms and guidelines should be followed:

5.1. Constitution of "Screening-cum-Evaluation Committee"

The "Screening-cum-Evaluation Committee" for CAS promotion of Assistant Professors from one level to the other higher level shall be constituted as per the latest UGC regulations for university as well as college teachers. In the aforesaid committee, there shall be one expert duly nominated by Rehabilitation Council of India to the *Screening-cum-Evaluation Committee* and the nominated expert should be either in the same or higher rank/ position than the rank/position for which the interview is to be held. These provisions shall be incorporated in the Statutes/Ordinances of the university concerned.

Note: RCI should be requested to nominate an expert as its representative from a pool of experts (serving/retired) as per area of disability specific specialization. The quorum for these committees in all categories shall be three which will include one subject expert/ university nominee and RCI representative.

5.2. Meeting of the Screening-cum-Evaluation Committee

The Screening-cum-Evaluation Committee verifies/evaluates grades secured by the candidate through the Assessment Criteria and Methodology Proforma designed by the respective university based on these Regulations and as per the minimum requirement specified in Appendix II, Table 1 for each of the cadre of Assistant Professor. The screening/evaluation process shall be completed on the day/last day of the committee meeting, wherein the minutes are recorded and recommendation made on the basis of the performance of the interview are duly signed by all members of the committee.

The committee shall recommend to the Syndicate/ Executive Council /Board of Management of the University/College about the suitability for the promotion of the candidate(s) under CAS for implementation.

Note: For all Selection Committees specified in these Regulations, Head of Department / Teacher-In charge should be either in the same or higher rank/ position than the rank/position for which the interview is to be held.

5.3.Selection Procedure

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 Tables given in Appendix I at the end of Section B.

5.3.3. The Assessment of the performance of College and University teachers for the CAS promotion is based on the following criteria:

(i) *Teaching-Learning and Evaluation:*

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, counselling and mentoring particularly of students with special needs, additional teaching to support the college/university as and when the need arises. Examination and evaluation activities like performing of examination supervision duties, question-papers setting for university/college 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.

(ii) *Personal Development Related to Teaching and Research Activities:*

Attending orientation/refresher/methodology courses, development of e-contents and Massive Open Online Courses (MOOCs), coordinating Continuing Rehabilitation Education (CRE) programmes, organising 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.

(iii) *Administrative Support and Participation in Students' Co- curricular and Extra-curricular Activities:*

This component shall also be given due weightage.

5.3.2 Assessment Process

The following three-step process is recommended for carrying out assessment for promotion under the CAS at all levels:

Step 1: The college/university teachers shall submit to college/university an annual self-appraisal report in the prescribed Proforma to be designed based on Tables 1 to 5 of Appendix II. The report should be submitted at the end of every academic year, within the stipulated time. The teacher will provide documentary evidence for the claims made in the annual self-appraisal report, which is to be verified by the HOD/Teacher-in-charge. The submission should be through the Head of the Department (HOD)/teacher-in-charge.

Step 2: After completion of the required years of experience for promotion under CAS and fulfilment of other requirements indicated below, the teacher shall submit an application for promotion under CAS.

Step 3: A CAS Promotion shall be granted as mentioned in Clauses 6.4 of these Regulations.

5.3.3. Assessment Criteria and Methodology:

Tables 1 to 3 of Appendix II are applicable to the selection of Assistant Professors/ Associate Professors/ Professors/Senior Professor in Universities and Colleges;

Note: *The criteria for promotions under Career Advancement Scheme as per the latest Regulations of UGC.*

6. Eligibility and Criteria Promotion under Career Advancement Scheme (CAS) for colleges teachers

- (i) Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11)

Assistant Professors who have completed four years of service and having a Ph.D. degree or five years of service and having a M.Phil. / PG Degree such as M.Ed. Special Education or six years of service for those without Ph.D./M.Phil. / PG Degree, M.Ed. Special Education in Specific Disability Area.

Attended one Orientation course of 21 days' duration on teaching methodology; and any one of the following: (a) Completed one Refresher / Research Methodology Course; or any two of the following: Workshop, Syllabus Up-gradation Workshop, Training Teaching-Learning- Evaluation, Technology Programmes and Faculty Development Programmes or Acted as Resource Person to 5 different CREs; or completed one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOCs course (in special Education) during the assessment period.

CAS Promotion Criteria: A teacher shall be promoted if; 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 II, Table 1), and; ii) The promotion is recommended by the screening-cum evaluation committee.

- (i) Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12)

Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale.

Any two of the following in the last five years of Academic Level-11/ Senior Scale: Completed courses/programmes from among the categories of Refresher Courses/Research Methodology course/Workshops/Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programme/ Syllabus Up-gradation Workshop/ Teaching-Learning- Evaluation/ Technology Programmes/ Faculty Development Programmes/ Acted as Resource Person to 10 different CREs 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 MOOCs course in special education(with e-certification); or Contribution towards 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 conducting of a MOOCs course in special education during the period of assessment.

CAS Promotion Criteria: A teacher shall be promoted if; i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Appendix II, Table 1) and ii) The promotion is recommended by the Screening-cum-evaluation committee.

(ii) Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)

Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade; and has a Ph.D. degree in subject relevant /allied/relevant discipline. Has any one of the following during the last three years: completed one course / programme from amongst the categories of Refresher Courses/ Methodology Workshop/Syllabus Up-gradation Workshop/ Teaching Learning-Evaluation Technology Programme/ Faculty Development Programme/ Acted as Resource Person to 10 different CREs 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 Special Education (with e-certification); or contribution towards development of e-contents 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 in Special Education during the period of assessment.

CAS Promotion Criteria: A teacher may be promoted if; 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 prescribed in Appendix II, Table 1, and ii) The promotion to the post of Associate Professor is recommended by the selection committee in accordance with these Regulations.

(iii) Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

Associate Professors who have completed three years of service in Academic Level 13A; has a Ph.D. degree in subject relevant/allied/relevant discipline; has a minimum of 10 research publications in peer-reviewed or UGC-listed journals out of which three research papers shall be published during the assessment period. 4. A minimum of 110 Research Score as per Appendix II, Table 2

CAS Promotion Criteria: A teacher shall be promoted if; i) The teacher 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 Appendix II, Table 1 and at least 110 research score as per Appendix II,

Table 2. ii) The promotion to the post of Professor is recommended by selection committee constituted in accordance with the latest regulations of UGC.

7. Eligibility and Criteria Promotion under Career Advancement Scheme (CAS) for university teachers

- (i) Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11)

Assistant Professors who have completed four years of service and having a Ph.D. degree, or five years of service and having a M.Phil. along with M.Ed. Special Education or six years of service for those without Ph.D./M.Phil. but have M.Ed. Special Education in Specific Disability Area.

Attended one Orientation course of 21 days' duration on teaching methodology; and any one of the following: (a) Completed one Refresher / Research Methodology Course; or any two of the following: Workshop, Syllabus Up-gradation Workshop, Training Teaching-Learning- Evaluation, Technology Programmes and Faculty Development Programmes or Acted as Resource Person to 5 different CREs; or completed one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOCs course (in special Education) during the assessment period.

Published one research publication in the peer-reviewed journals or UGC-listed journals during assessment period.

CAS Promotion Criteria: A teacher shall be promoted if; i. He/she gets '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 specified in Appendix II, Table 1, and; ii. The promotion is recommended by the screening-cum-evaluation committee.

- (ii) Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12)

Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale.

Any two of the following in the last five years of Academic Level-11/ Senior Scale: Completed courses/programmes from among the categories of Refresher Courses/Research Methodology course/Workshops/Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programme/ Syllabus Up-gradation Workshop/ Teaching-Learning- Evaluation/ Technology Programmes/ Faculty Development Programmes/ Acted as Resource Person to 10 different CREs 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 MOOCs course in special education(with e-certification); or Contribution towards 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 conducting of a MOOCs course in special education during the period of assessment. Has published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.

CAS Promotion Criteria: A teacher shall be promoted if; i) The teacher gets ‘satisfactory’ or ‘good’ grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Appendix II, Table 1) and ii) The promotion is recommended by the Screening-cum-evaluation committee.

- (iii) Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)

Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade; and has a Ph.D. degree in subject relevant /allied/relevant discipline. Has any one of the following during the last three years: completed one course / programme from amongst the categories of Refresher Courses/ Methodology Workshop/Syllabus Up-gradation Workshop/ Teaching Learning-Evaluation Technology Programme/ Faculty Development Programme/ Acted as Resource Person to 10 different CREs 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 Special Education (with e-certification); or contribution towards development of e-contents 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 in Special Education during the period of assessment. Has a minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period. Evidence of having guided at least one Ph.D. candidate.

CAS Promotion Criteria: A teacher may be promoted if 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 II, Table 1, and has a research score of at least 70 as per Appendix II, Table 2. ii) The promotion to the post of Associate Professor is recommended by the selection committee in accordance with these Regulations.

- (iv) Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

Associate Professors who have completed three years of service in Academic Level 13A; has a Ph.D. degree in subject relevant/allied/relevant discipline; has a minimum of 10 research publications in peer-reviewed or UGC-listed journals out of which three research papers shall be published during the assessment period; Evidence of having successfully guided doctoral candidate; has a minimum of 110 Research Score as per Appendix II, Table 2.

CAS Promotion Criteria: A teacher shall be promoted if; i) The teacher 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 Appendix II, Table 1 and at least 110 research score as per Appendix II, Table 2. ii) The promotion to the post of Professor is recommended by selection committee constituted in accordance with the latest regulations of UGC.

- (v) Professor (Academic Level 14) to Senior Professor (Academic Level 15)

(A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic 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 publications during the last 10 years and interaction with a Selection Committee constituted in accordance with the latest Regulations of UGC).

Eligibility: i) Ten years' experience as a professor. Ii) A minimum of ten publications in the peer-reviewed or UGC-listed journals and Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period.

TABLE-A

(Minimum API requirement for the promotion of teachers under CAS in university departments)

S.No.		Assistant Professor (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Professor (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Professor (Stage 3/ AGP Rs.8000/) to Associate Professor (Stage 4/AGP Rs.9000/-)	Associate Professor (Stage 4/ AGP Rs.9000/- to Professor (Stage 5/AGP Rs.10000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

Table-B

(Minimum Academic Performance Indicators (API) requirement for the promotion of teachers under CAS in colleges (UG & PG))

S.No.		Assistant Professor (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Professor (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Professor (Stage 3/ AGP Rs.8000/-) to Associate Professor (Stage 4/AGP Rs.9000/-)	Associate Professor (Stage 4/ AGP Rs.9000/- to Professor (Stage 5/AGP Rs.10000/-)
1	Research and Academic contribution (Category III)	20/assessment period	50/assessment period	45/assessment period	60/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

Table 1
Assessment Criteria and Methodology for University/College Teachers

S.No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned)x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above- Satisfactory Less than 70% - Not satisfactory
2.	Involvement in the University/College students related activities/research activities: (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden etc. (b) Examination and evaluation duties assigned by the college / 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, camps, awareness drive related to disability area and CBR. (d) Organising seminars/ conferences/ workshops,/ CREs and other college/university activities. (e) Evidence of actively involved in guiding Ph.D students. (f) Conducting minor or major research project sponsored by national or international agencies. (g) At least one single or joint publication in peer-reviewed or UGC list of Journals.	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved / undertaken any of the activities Note: Number of activities can be within or across the broad categories of activities
<p>Overall Grading:</p> <p>Good: Good in teaching and satisfactory or good in activity at Sl.No.2. Or</p> <p>Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.</p> <p>Not Satisfactory: If neither good nor satisfactory in overall grading</p> <p>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 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 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 responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.</p>		

Table 2

Methodology for University and College Teachers for calculating Academic/Research Score (Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter.)

S.N.	Academic/Research Activity (Special Education)	
1.	Research Papers in Peer-Reviewed or UGC listed Journals	10 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 in special education	
	Development of in 4 quadran for a e-Content 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 with a project grant of Rupees	
	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
	International	10
	National	07
5	*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

The Research score for research papers would be augmented as follows:

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list)

Paper in refereed journals without impact factor- 5 Points

Paper with impact factor less than 1 - 10 Points

Paper with impact factor between 1 and 2 - 15 Points

Paper with impact factor between 2 and 5 - 20 Points

Paper with impact factor between 5 and 10 - 25 Points

Paper 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 the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

Paper presented if part of edited book or proceeding then it can be claimed only once.

For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.

*For the purpose of calculating research score of the teacher, the combined research score from the categories of 5. Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned. The research score shall be from the minimum of three categories out of six categories.

Section C

Faculty Norms for the Training Institution

Norms for Regular (Full Time) Faculty Requirement for B.Ed., M.Ed in Special Education Programmes for training institutions shall be as given below.

Level: B.Ed.

Sl	Programme	Specialization Level (Break Ups)			Faculty Level (Break Ups)			Total
		Special Education (Disability Specific)	Special Education (i) Cross Disability: other than Specialization). (ii) One post would be for a candidate having M.Ed. or B.Ed. in General Education along with B.Ed. or M.Ed. in Special Education	Clinical/ Rehabilitation (Disability Specific)	Assistant Professor	Associate Professor	Professor	
1.	B.Ed. (One Disability Specialization) other than MD and IDD/ID	02	1(i)+ 1 (ii)	01	03	01	01	05
2.	B.Ed. (One Disability from MD or IDD)	03	1 (ii)	01	03	01	01	05
3.	B.Ed. (Two Disability Specialization) other than MD and IDD	04	1(i)+ 1 (ii)	02	05	02	01	08
4.	B.Ed. (MD + IDD/ID)	06	1 (ii)	01	05	02	01	08
5.	B.Ed. (MD or IDD/ID + One Disability Area	05	1 (ii)	02	05	02	01	08
6.	B.Ed. (MD or IDD/ID + Two Disability Area	07	1(i)+ 1 (ii)	03	08	03	01	12
7.	B.Ed. (MD + IDD/ID + One Disability Area	08	1 (ii)	03	08	03	01	12
8.	B.Ed. (MD + IDD/ID + Two Disability Area	10	1 (ii)	04	10	04	01	15

Level: M.Ed.

Sl	Programme	Specialization Level (Break Ups)			Faculty Level (Break Ups)			Total
		Special Education (Disability Specific)	Special Education (i) Cross Disability: other than Specialization). (ii) One post would be for a candidate having M.Ed. or B.Ed. in General Education along with B.Ed. or M.Ed. in Special Education	Clinical/ Rehabilitation (Disability Specific)	Assistant Professor	Associate Professor	Professor	
1.	M.Ed. (One Disability Specialization) other than MD and IDD/ID	02	1(i)+ 1 (ii)	00	02	01	01	04
2.	M.Ed. (One Disability from MD or IDD/ID)	03	1 (ii)	00	02	01	01	04
3.	M.Ed. (Two Disability Specialization) other than MD and IDD	04	1(i)+ 1 (ii)	01	04	02	01	07
4.	M.Ed. (MD + IDD/ID)	05	1 (ii)	01	04	02	01	07
5.	M.Ed. (MD or IDD/ID + One Disability Area	04	1(i)+ 1 (ii)	01	04	02	01	07
6.	M.Ed. (MD or IDD/ID + Two Disability Area	05	1(i)+ 2 (ii)	01	04	02	02	09
7.	M.Ed. (MD + IDD/ID + One Disability Area	06	2 (ii)	01	05	02	02	09
8.	M.Ed. (MD + IDD/ID + Two Disability Area	07	2 (ii)	02	06	03	02	11

Level: B.Ed. + Diploma

Sl	Programme	Specialization Level (Break Ups)			Faculty Level (Break Ups)			Total
		Special Education (Disability Specific)	Special Education (i) Cross Disability: other than Specialization). (ii) One post would be for a candidate having M.Ed. or B.Ed. in General Education along with B.Ed. or M.Ed. in Special Education	Clinical/ Rehabilitation (Disability Specific)	Assistant Professor	Associate Professor	Professor	

1.	D.Ed.+ B.Ed. (One Disability Specialization) other than MD and IDD/ID	05	1(i)+ 1 (ii)	01	03	01	00	08
2.	D.Ed.+ B.Ed. (One Disability from MD or IDD/ID)	06	1 (ii)	01	03	01	00	08
3.	D.Ed.+ B.Ed. (Two Disability Specialization) other than MD and IDD/ID	09	1(i)+ 1 (ii)	02	05	02	00	14
4.	D.Ed.+ B.Ed. (MD + IDD/ID)	10	1 (ii)	02	05	02	00	14
5.	D.Ed.+ B.Ed. (MD or IDD/ID + One Disability Area	10	1 (ii)	02	05	02	00	14
6.	D.Ed.+ B.Ed. (MD or IDD/ID + Two Disability Area	15	1(i)+ 1 (ii)	03	08	03	00	21
7.	D.Ed.+ B.Ed. (MD + IDD/ID + One Disability Area	16	1 (ii)	03	08	03	00	21
8.	D.Ed.+ B.Ed. (MD + IDD/ID + Two Disability Area	19	2 (ii)	04	10	04	00	27

Level: B.Ed. + M.Ed.+ Diploma

Sl	Programme	Specialization Level (Break Ups)			Faculty Level (Break Ups)			Total
		Special Education (Disability Specific)	Special Education (i) Cross Disability: other than Specialization). (ii) One post would be for a candidate having M.Ed. or B.Ed. in General Education along with B.Ed. or M.Ed. in Special Education	Clinical/ Rehabilitation (Disability Specific)	Assistant Professor	Associate Professor	Professor	
1.	D.Ed.+ B.Ed. + M.Ed. (One Disability Specialization) other than MD and IDD/ID	07	1(i)+ 1 (ii)	01	07	02	01	10
2.	D.Ed.+ B.Ed. + M.Ed. (One Disability from MD or IDD/ID)	07	1(i)+ 1 (ii)	01	07	02	01	10
3.	D.Ed.+ B.Ed. + M.Ed. (Two Disability Specialization) other than MD and IDD/ID	13	1 (ii)	02	11	03	02	16
4.	D.Ed.+ B.Ed. + M.Ed. (MD + IDD/ID)	13	1 (ii)	02	11	03	02	16
5.	D.Ed.+ B.Ed. + M.Ed. (MD or IDD/ID + One Disability Area	13	1 (ii)	02	11	03	02	16

6.	D.Ed.+ B.Ed. + M.Ed. (MD or IDD/ID + Two Disability Area	18	1(i) + 2 (ii)	03	17	04	03	24
7.	D.Ed.+ B.Ed. + M.Ed. (MD + IDD/ID + One Disability Area	18	1 (ii) + 2 (ii)	03	17	04	03	24
8.	D.Ed.+ B.Ed. + M.Ed. (MD + IDD/ID + Two Disability Area	22	2(i) + 2 (ii)	04	21	05	04	30