



NOTIFICATION

Sub: - Accelerated Promotional Benefits (APB) - Faculty qualifying for Pay- Upgradation/Upward Movement and Promotion – Applications are invited - Reg.

- Ref: - 1. Speaking Orders No. 6-01/2024-TS.VI, dated:17.09.2024 of Ministry of Education
2. MHRD Letter No.23-1/2008-TS.II, dated:18.08.2009
3. MHRD Letter No.1-32/2006-U.II/U.I(i), dated: 31.12.2008
4 Minutes of the Meeting of 44th BoG dated: 24.11.2025
5. MoE's Letter No.6-08/2025-TS.VI, dated: 08.10.2025
6. MoE's Instructions on the subject matter vide email dated: 27.11.2025.
7. SPAV Circular No. SPAV/Reg/Admn./APB/2025-26, dated: 19.12.2025

With reference to the MoE's Speaking Order referred at (1) above, applications are invited from the eligible faculty members from the Departments of Planning and Architecture under Accelerated Promotional Benefits to the following upward movement / Promotions:

S. No.	Upward Movement / Promotion
1	Assistant Professor Level -10 (AGP 6000) to Assistant Professor Level -11 (AGP 7000)
2	Assistant Professor Level -11 (AGP 7000) to Assistant Professor Level -12 (AGP 8000)
3	Assistant Professor Level -12 (AGP 8000) to Associate Professor Level -13A (AGP 9000)
4	Associate Professor Level -13A (AGP 9000) to Professor Level -14 (AGP 10000)
5	Professor Level -14 (AGP 10000) to Senior Professor (HAG Scale)

The eligibility criteria for all the upward movement and Promotions are appended with notification. The eligibility criteria is to be followed from the following documents.

1. MHRD Letter No.23-1/2008-TS.II, dated:18.08.2009
2. 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.



The eligible faculty members are requested to submit separate applications for movement to separate levels as the case may be.

All applicants are requested to ensure that they fulfil all the eligibility criteria mentioned below for upward mobility / promotion and enclose all the supporting documents with the application before its submission to the HoD of the concerned Dept.

If any additional documents/proofs are required, the same shall be obtained strictly from the eligible candidates in accordance to the MoE's Speaking Orders dated 17.09.2024 to produce before duly constituted Selection Committee (vide 22(3)(A) of SPA Statutes 2016)

All the proposed pay-upgradation /upward movement /Promotions are subject to the decision of the Selection Committee, BoG approval and if any observations of CAG. Also, it is subject to any other objections / directions from Ministry of Education will be followed strictly to the process and procedure and applied conditions for screening and selection by the Committees.

The filled-in applications along with all the supporting documents must be submitted to the HoD of the concerned Dept. on or before 30.12.2025.

Further, vigilance clearance shall be obtained for the eligible candidates.

This is issued with the approval of the Competent Authority.

-Sd/-
Registrar I/c.

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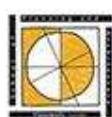
PS to Director – for kind information to the Director

All Dean and Heads

All concerned faculty members

IT- for web uploading

OOF



The common eligibility criteria and performance evaluation prescribed for pay-upgradation/upward movement/promotion under Accelerated Promotional Benefits (APB) vide MHRD Letter No.23-1/2008-TS.II, dated 18.08.2009 read with MHRD Letter No.1-32/2006-U.II/U.I(i) dated 31.12.2008 and UGC Regulations 2018 as applicable to the University Teachers, in accordance with the MoE's Speaking Order dated 17.09.2025.

(Eligibility period as per APB and Performance evaluation as per UGC Regulations 2018)

STAGE - I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/ Academic Level 11)

Eligibility:

- i) An Assistant Professor possessing the degree of Ph.D in the relevant discipline and with regular service of 3 years at AGP of Rs.6000/- p.m.(Level 10) shall be eligible for moving to AGP of Rs.7000/-p.m. (Level 11)

A teacher shall 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 the case may be (as provided in Appendix II, Table 1) and
- ii) The upward movement is recommended by the Selection Committee vide Ref. 22(3)(A) of SPA Statutes 2016

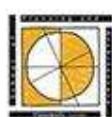
STAGE - II. Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12):

Eligibility:

- i) An Assistant Professor possessing the degree of Ph.D in the relevant discipline and with regular service of 3 years at AGP of Rs.7000/- p.m. (Level 11) shall be eligible for moving to AGP of Rs.8000/-p.m. (Level 12)

A teacher shall be promoted if;

- i) The teacher 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 upward movement is recommended by the Selection Committee vide Ref. 22(3)(A) of SPA Statutes 2016



STAGE - III. Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)

Eligibility:

- i) An Assistant Professor possessing the degree of Ph.D in the relevant discipline and with regular service of 3 years at AGP of Rs.8000/- p.m. (Level 12) shall be eligible for moving to AGP of Rs.9000/-p.m. (Level 13A1)

A teacher shall 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 specified in Appendix II, Table 1, and
- ii) has a research score of at least 70 as per Appendix II, Table 2.
- iii) The promotion is recommended by the Selection Committee vide Ref. 22(3)(A) of SPA Statutes 2016

STAGE - IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

Eligibility:

- i) An Associate Professor with regular service of 4 years at AGP of Rs.9000/- p.m. (Level 13A1) and possessing a Ph.D degree in the relevant discipline shall be eligible for moving to AGP of Rs.10000/- p.m.(Level 14).

A teacher shall be promoted if;

- i) He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three of the last four years of the assessment period, as per Appendix II, Table 1, and
- ii) at least 110 research score, as per Appendix II, Table 2.
- iii) The promotion is recommended by the Selection Committee vide Ref. 22(3)(A) of SPA Statutes 2016



STAGE - V. Professor (Academic Level 14) to Senior Professor (Academic Level 15)

A Professor can be promoted to the post of Senior Professor under the APB. The promotion shall be based on academic achievement, favourable review from three eminent subject -experts / Selection Committee vide Ref. 22(3)(A) of SPA Statutes 2016, 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 these Regulations.

Eligibility:

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

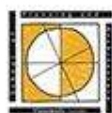


Table 1

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. (d) Organising seminars/ conferences/ workshops, 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 SI.No.2. Or</p> <p>Satisfactory: Satisfactory in teaching and good or satisfactory in activity at SI.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, etc.,)

S.N.	Academic/Research Activity	Faculty of Sciences /Engineering / Agriculture / Medical /Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library /Education / Physical Education / commerce / Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by ;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	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	05
	(b) Design of new curricula and courses	02 per curricula/course	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	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-content		



	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4	(a) Research guidance		
	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) consultancy	03	03
5	(a) Patents		
	International	10	10
	National	07	07
	(b) *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	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	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	07
	International (within country)	05	05
	National	03	03
	State/University	02	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) :

- | | | | |
|------|--|---|-----------|
| i) | Paper in refereed journals without impact factor | - | 5 Points |
| ii) | Paper with impact factor less than 1 | - | 10 Points |
| iii) | Paper with impact factor between 1 and 2 | - | 15 Points |
| iv) | Paper with impact factor between 2 and 5 | - | 20 Points |
| v) | Paper with impact factor between 5 and 10 | - | 25 Points |
| vi) | Paper with impact factor >10 | - | 30 Points |
- (a) Two authors: 70% of total value of publication for each author.
- (b) 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(b). 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 category