



# Ranchi University

## Ranchi

**POLICY FOR PROMOTION AND PERFORMANCE**  
**APPRAISAL SYSTEM FOR FACULTY MEMBERS**  
**OF RANCHI UNIVERSITY**

## **INTRODUCTION**

Ranchi University has a well-defined structured promotion policy through which it promotes its faculty member. The policies for promotion of teachers are assented by the Honourable Governor cum Chancellor of the Universities of Jharkhand. The draft policy is prepared by the State Universities of Jharkhand. This after being processed by the Government of Jharkhand is finally approved and assented by the Honourable Governor, which appears in Gazette.

Presently the University has Career Advancement Scheme (CAS) was adopted for promotion of teachers of Ranchi University, as per UGC Regulations.

Annual appraisal report is to be submitted by each faculty member of the University. This will reflect the performance of the teacher with respect to teaching, academics, research and administrative activities during the current year.

## **OBJECTIVES**

### **Why promotion?**

Teachers have a great responsibility of imparting education. A teacher acts as a friend, philosopher and guide playing an important role in shaping the minds as well as future of the youth.

Timely due promotion is to be given to the teachers to enhance their morale and infuse enthusiasm for advancement of their research and academics.

Promotion will provide them with opportunities for their vertical progression. Promotion will strengthen the financial status of the teacher.

### **Why Annual Performance Assessment Report (APAR)?**

The Annual Performance Appraisal Report (APAR) will be an important document for the teacher. It will act as a tool for the development and career planning of the teacher. It will enable the teacher to evaluate and assess his/her own self at the end of each year. It is a self – regulatory mechanism.

The main objective will be to improve the general academic and research ambience of the University.

## **Process of Promotion.**

### **CAREER ADVANCEMENT SCHEME (CAS)**

For CAS 98 (No.5/izksO 3-01/04-277- (Assented to by the Chancellor on 13-06-2008 and communicated by the Principal Secretary to Governor vide letter No. विविध-01/2008/1050/ राओसO dated 14th June, 2008.)

Effect: These statutes shall come into force w.e.f. 27.07.1998 in supersession of statutes of promotion as assented to by the Chancellor and notified vide letter No. BSU 20/95-2133/ GS(1) dated 23.09.1995 and BSU 20/95-2132/ GS(1) dated 23.09.1995

1. Teachers interested for consideration of CAS promotion shall be required to present their research work and publications in a prescribed application to the Registrar of the University through the Head of the Department concerned latest by 31st December each year or a date fixed by the Vice-Chancellor. The University will generally take a decision on promotions, under these schemes on receipt of recommendation by the JPSC before the beginning of the next academic session.
2. The teachers serving in the University Department or in the Degree College of the University, affiliated Degree College including Religious and Linguistic Minority colleges in which Vth Plan of the UGC Scale of the Pay have been implemented by the Governing Body shall be considered for promotion under Career Advancement Scheme w.e.f. 27.07.1998.
3. The Selection Committees for Career Advancement Scheme shall be the same as for Direct Recruitment for each category as per provision of Jharkhand State Universities Act, 2000.
4. The eminent experts of the Selection Committee shall be nominated by the Chancellor out of the panel prepared by the Directorate, Higher Education.
5. The Jharkhand Public Service Commission shall send its recommendations within six months from the date of receipt of the list of eligible candidates from the University concerned.
6. The Jharkhand Public Service Commission shall send its recommendations, for every calendar year separately, fixing 31st December of each year as cut off date.

## For CAS 2010

1. This Statute shall be called “Statute for the Promotion of Teachers from one Academic Level/ Grade Pay to another Academic Level/ Grade Pay under the Career Advancement Scheme, 2010 (As per University Grants Commission, 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 Regulations, 2010”)
2. This Statute shall apply to the promotion of Teachers of Universities and Colleges of Jharkhand. The College shall mean and include Constituent Colleges, Affiliated Colleges uncluding Religious and Linguistic Minority Colleges recognized by the University Grants Commission, in consultation with the University concerned under Clause- (f) of Section-2 of the University Grants Commission Act, 1956.
3. This Statute shall be effective for promotion of Teachers w.e.f. 01/01/2009 (in supersession of the Statute of Promotion as assented to by the Chancellor on 13/06/2008 and communicated by the Principal Secretary to Governor vide letter no. विविध 01/2008/1050 राओसO dated 14th June, 2008 for Promotion of Teachers of University/ Colleges from 27/07/1998) till the date of notification of “ Statutes on Minimum Qualifications for Appointment of Teachers and other Maintenance of Standards in Higher Education-2021; in pursuance to UGC Regulations, 2018 i.e. 06.08.2021.

Process of Submitting APAR- To be implemented.

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