



वास्तुकला परिषद्
Council of Architecture

वास्तुविद् अधिनियम, 1972 के अंतर्गत भारत सरकार का एक स्वायत्त सांविधिक निकाय
(An Autonomous Statutory Body of Govt. of India, under the Architects Act, 1972)

Ref. No.CA/5/Academic/2022/Circular-CAS
November 17, 2022

1. TO ALL SECRETARIES OF HIGHER/TECHNICAL EDUCATION IN STATES/UTS OF INDIA
2. TO ALL DIRECTORS OF TECHNICAL EDUCATION IN STATES/UTS OF INDIA
3. TO ALL THE HEADS OF ARCHITECTURAL INSTITUTIONS IMPARTING RECOGNIZED ARCHITECTURAL QUALIFICATIONS IN THE COUNTRY
4. TO ALL THE UNIVERSITIES AWARDDING B.ARCH./M.ARCH. DEGREE IN THE COUNTRY

Dear Sir/ Madam,

I have to state that the Council of Architecture at its 78th meeting held on November 7, 2022 considered "Guidelines for Career Advancement (Internal Promotion) Scheme for Faculty Members of Architectural Institutions" and decided to approve the same. These Guidelines have been prescribed by the Council in exercise of the powers conferred under Section 21 of the Architects Act, 1972 and are to be adhered to by all the universities, institutions and competent authorities. A copy of these guidelines is attached herewith for your ready reference.

These Guidelines lay down norms as to how a faculty member would be allowed to move to respective next higher Grade Pay, subject to satisfactory performance and duly approved by the Competent Authority. As teachers are always upgrading themselves in many ways, such upgradation needs to be rewarded in appropriate manner as an incentive and appreciation. Similarly, for teachers in employment for long duration in the same institution and upgrading themselves or actively involved in research or practice need appreciation in the form of promotion to higher cadre. Career Advancement Scheme (CAS) facilitates such appreciation and promotion of faculty members.

In view of the above, all the institutions and universities imparting B.Arch./M.Arch. degree courses in the country as well as competent authorities in the Central/State Governments are requested to implement the Career Advancement Scheme (CAS), as prescribed by the Council, for the betterment of faculty members employed at the Architectural Institutions.

Thanking you,

Yours faithfully,

R.K. Oberoi
Registrar

Encl. : as above.



COUNCIL OF ARCHITECTURE

**GUIDELINES
FOR
CAREER ADVANCEMENT
(INTERNAL PROMOTION)
SCHEME FOR FACULTY
MEMBERS OF
ARCHITECTURAL
INSTITUTIONS**

Guidelines for Career Advancement (Internal Promotion) Scheme for Architecture Teachers

The Architects Act, 1972 under Section 21 empowers the Council of Architecture to prescribe minimum standards of architectural education for imparting recognised qualifications by Architectural Institutions. The Hon'ble Supreme Court in Civil Appeal No.1320 of 2022 vide judgement dated 14.02.2022 has held that the Council of Architecture may prescribe the Minimum Standards of Architectural Education without making Regulations.

The Hon'ble High Court of Judicature of Madras, vide its judgement dated 21.07.2003, in Writ Petition No. 8806 and 9707 of 2003, had also held that the Regulations framed under the Architects Act, 1972, empower the Council of Architecture to prescribe norms/ minimum standards to meet the requirements of the profession and education of Architecture and the guidelines prescribed by the Council of Architecture have statutory force.

In exercise of the powers conferred under Section 21 of the Act, the Council of Architecture has formulated these Guidelines for Career Advancement (Internal Promotion) Scheme for Architecture Teachers.

Through these Guidelines it is proposed that a faculty member would be allowed to move to respective next higher Grade Pay, subject to satisfactory performance and duly approved by the Competent Authority.

Teachers are always upgrading themselves in many ways. Such upgradation needs to be rewarded in appropriate manner as an incentive and appreciation. Similarly, for teachers in employment for long duration in the same institution and upgrading themselves or actively involved in research or practice need appreciation in the form of promotion to higher cadre. Career Advancement Scheme (CAS) facilitates such appreciation and promotion. The pyramidal cadre structure will not allow all the teachers of lower cadre to get selected at higher posts hence CAS is an effective tool to avail and reward them for their contribution to the Institution, in Institution building, teaching and research.

Promotion through CAS should be irrespective of the vacancies available in the higher cadre. For example, if all the required positions in the Professor cadre are full and an Associate Professor serving the same Institution at least for five years is eligible for promotion under CAS, he should be designated to the higher post as Additional Professor. Further, in case number of teachers in a particular cadre are more than prescribed as per MSAER 2020, such additional teachers may be counted in the total number of teachers required.

One of the prerequisites for the career advancement approval is the 360⁰ [all round] feedback / evaluation of the teacher by various stakeholders viz.- Head of the Department / Institution, Management and the students. The criteria for assessment are prescribed in the proforma attached herewith. These criteria focus upon the contribution of the teacher in institutional development, departmental development, teaching effectiveness evaluated by students, contribution to society, etc.

The structure and mode of appointment prescribed is as below:

Table 1: Cadre Structure and Mode of Appointment

Sr. No.	Designations of Teaching Faculty	Entry Pay	Level	Mode of Appointment
1	Assistant Professor	57700	10	Direct Recruitment
2	Assistant Professor (Senior Scale)	68900	11	Promotion
3	Assistant Professor (Selection Grade)	79800	12	Promotion
4	Associate Professor	131400	13A1	Promotion / Direct Recruitment
5	Professor	144200	14	Promotion / Direct Recruitment
6	Senior Professor	182200	15	Promotion
7	Principal / Director	144200	14	Direct Recruitment

1. Assistant Professor [Senior Scale]

Assistant Professor shall be eligible for placement in the senior scale through a procedure of selection if she/he satisfies the following:

- a. Qualifications as per the entry level qualifications prescribed by COA for the post of Assistant Professor.

AND

- b. Completed two Teachers' Training Programs of one week (minimum 5 days) duration in relevant area, recognised by the Council of Architecture.

AND

- c. Performance indications, experience and publications as per the following table.

Set No.	Additional qualifications	Experience as Asst Prof. [years]	Research Publications [UGC/ COA] OR Arch. Projects ongoing/ completed under institutional consultancy*	Average 360° Feedback (Feedback from peers, students and management)
01	-	6	2	8 to 10
02	-	7	1	8 to 10
03	-	8	2	5 to <8
04	M. Arch.	4	2	8 to 10
05	M. Arch.	5	1	8 to 10
06	M. Arch.	5	2	5 to <8

2. Assistant Professor [Selection Grade]

Assistant Professor (senior scale) shall be eligible for placement in selection grade through a procedure of selection if she/he satisfies the following:

- a. Master's Degree in Architecture of relevant allied discipline.

AND

- b. Completion of two Teachers' Training Programs of one week (minimum 5 days) duration in relevant area, recognised by the Council of Architecture at the level of Asst. Professor [Senior Scale].

AND

- c. Performance indications, experience and publications as per the following table.

Set No.	Additional qualifications	Experience as Asst Prof.(Senior Scale) [years]	Research Publications [UGC/ COA] OR Arch. Projects ongoing/ completed under institutional consultancy*	Average 360° Feedback
01	-	4	4	8 to 10
02	-	5	2	8 to 10
03	-	5	4	5 to <8

3. Associate Professor –

Assistant Professor (selection grade) shall be eligible for placement in the Associate Professor cadre through a procedure of selection if she/he satisfies the following:

- a. Qualifications as prescribed by COA for the Post of Associate Professor.

AND

- b. Completion of two Teachers' Training Programs of one week (minimum 5 days) duration in relevant area, recognised by the Council of Architecture at the level of Asst. Professor [Selection Grade].

4. Professor – The candidate should satisfy the following set of requirements.

- a. Qualifications as per the qualifications prescribed by COA for the Post of Professor.

AND

- b. Completion of two Teachers' Training Programs of one week (minimum 5 days) duration in relevant area, recognised by the Council of Architecture at the level of Associate Professor.

AND

- c. Performance indications, experience and publications as per the following table.

Set No.	Total Experience in Years	Experience in the Cadre of Associate Professor	Research Publications [Approved by UGC / COA] OR Arch. Projects completed under institutional consultancy*	Average 360° Feedback
01	15	3	6	8 to 10
02	16	3	4	5 to <8

OR

Set No.	Total Experience in Years	Experience in the Cadre of Associate Professor	Number of PhDs awarded under the guidance as guide or co guide from recognised University.	Average 360° Feedback
01	15	3	1	8 to 10
02	16	3	2	5 to <8

5. Senior Professor – The candidate should satisfy the following set of requirements.

a. Qualifications as per the qualifications prescribed by COA for the Post of Professor.

AND

b. Ph.D. in Architecture awarded by faculty of Architecture/ Planning.

AND

c. Minimum ten years' experience in the cadre of Professor.

AND

d. At least 8 research publications in journals approved by UGC / COA, during the cadre as Professor.

AND

e. At least two PhDs awarded as guide or co-guide from a recognised university.

OR

Completed at least two architectural projects under institutional consultancy as leader of the project.

***Note:** The candidate applying for Assistant Professor (Selection Grade) should be senior/ lead member of the team for Arch. Projects completed under institutional consultancy and such projects together must have generated revenues of more than Rs. 5,00,000 (As per 2020 valuation)

Incentive for acquiring higher qualification

1. At the time of recruitment as Assistant Professor, three and one advance increments will be admissible to those who hold Ph.D. and M. Arch. Degree respectively.

2. One advance increment will be admissible to those Assistant Professors who acquire M.Arch. Degree within four years of joining.
3. A teacher will be eligible for two advance increments as and when he acquired Ph. D. during his service.

Selection Committee for CAS

The following committee is recommended for selection for promotion as well as direct recruitment:

1. Chairman of governing body of the institution.
2. Principal of the College/ head of the department.
3. Vice chancellor or his nominee, not below rank of Professor in an Architecture Institution.
4. Nominee of Council of Architecture.
5. Experts (1 Internal, 2 external)
 - a. Three subject experts out of which two must be present for the posts of Associate Professor/ Professor/ Senior Professor.
 - b. Two subject experts of which at least one must be present in case of Assistant Professor.

Applicability

The CAS benefits shall apply from the date the candidate fulfils the requirement/ eligibility and not from the date when applications are called for CAS or review/ interview by selection committee is conducted.
