



GOVERNMENT OF WEST BENGAL

Office of the Principal

SHAHID MATANGINI HAZRA GOVT. GENERAL DEGREE COLLEGE FOR WOMEN

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**Report: Seminar on Career Advancement Scheme (CAS)**

**Date & Time: 29th March 2022 2pm to 4pm**

**Venue: Seminar Hall**

**Organized by: Internal Quality Assurance Cell (IQAC), SHGGDCW**

Speaker: Piku Das Gupta IQAC coordinator, SHGGDCW

Participants: Faculty members, SHGGDCW

Number of Participants: 26

Introduction: The seminar on the Career Advancement Scheme (CAS) was organized to provide faculty members with comprehensive insights into the policies, procedures, and benefits associated with career progression in academia. The event aimed to demystify the CAS process and equip participants with the necessary tools for successful career advancement.

Objectives

- To understand the objectives and importance of the Career Advancement Scheme.
- To learn about the documentation and submission process for CAS applications.
- To discuss the assessment methods and criteria used for evaluating CAS applications.
- To address common challenges and provide practical solutions for navigating the CAS process.

**Key Highlights:** Overview of CAS: IQAC Coordinator, Piku Das Gupta provided an overview of the Career Advancement Scheme, detailing its objectives and the significance of career progression for assistant professors. He highlighted the eligibility criteria and the importance of maintaining a comprehensive portfolio.

**Documentation Process:** Participants were guided through the documentation process, including the necessary forms, submission procedures, and timelines. The necessity and importance of accurate and thorough documentation of CAS applications was highlighted.

**Challenges and Solutions:** Common challenges faced by faculty members in the CAS process were discussed, along with practical solutions and best practices to overcome these hurdles. IQAC Coordinator encouraged participants to share their experiences and seek advice.

Interactive Q&A Session: The seminar concluded with an interactive Q&A session, allowing participants to ask specific questions and clarify their doubts. This session fostered a sense of community and support among the attendees.

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### Outcomes:

- Participants gained a clear understanding of the CAS framework, including eligibility requirements, documentation needed, and the evaluation process.
- The detailed guidance on preparing portfolios and navigating the CAS process equipped faculty members with the tools necessary for successful career advancement.
- The interactive session boosted confidence among attendees, addressing individual concerns and providing practical advice to overcome challenges.
- The seminar facilitated networking among faculty members, fostering a sense of community and support for mutual growth and development.

**Conclusion:** The seminar on the Career Advancement Scheme was instrumental in empowering faculty members with the knowledge and skills to advance their academic careers effectively. The event was well-received, and participants expressed their appreciation for the valuable insights and practical advice provided by IQAC Coordinator Smt. Piku Das Gupta.

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