Kuvempu University

SAHYADRI SCIENCE COLLEGE, SHIMOGA-577 203

(A Constituent College of Kuvempu University)

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RULES AND REGULATIONS OF APPOINTMENT AND SERVICE

ಕರ್ನಾಟಕ ಸರ್ಕಾರ

ಸಂಖ್ಯೆ: ಇಡಿ 94 ಯುಎಸ್‌ವಿ 2022

ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸಚಿವಾಲಯ,
ಬಹುಮಹಡಿ ಕಟ್ಟಡ,
ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 17.01.2024.

ಇವರಿಂದ,
ಸರ್ಕಾರದ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ,
ಶಿಕ್ಷಣ ಇಲಾಖೆ (ಉನ್ನತ ಶಿಕ್ಷಣ)
ಬೆಂಗಳೂರು-560 001.

ಕುಲಸಚಿವರ
ಆಪ್ತ ಕಾರ್ಯಾಲಯ
ಸಂಖ್ಯೆ 586
ದಿನಾಂಕ 23/1/2024

ಇವರಿಗೆ,
ಕುಲಸಚಿವರು,
ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ
ಶಂಕರಘಟ್ಟ, ಶಿವಮೊಗ್ಗ.

ಮಾನ್ಯರೇ,

ವಿಷಯ: ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯದ "The Statutes Relating to Appointment and Promotion of Teachers and other Academic Staff and Measures for the Maintenance of Standards in Higher Education in The Kuvempu University, As Per The UGC Regulations 2018" ಪರಿನಿಯಮಾವಳಿಯ ಅನುಮೋದನೆ ಕುರಿತು.

ಉಲ್ಲೇಖ: ತಮ್ಮ ಪತ್ರ ಸಂಖ್ಯೆ: ಕುವಿ:ಯುಎಟಿ-3:384:2023-24, ದಿನಾಂಕ:07.11.2023.

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ಮೇಲ್ಕಂಡ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ, ಉಲ್ಲೇಖಿತ ಪತ್ರದಲ್ಲಿ ಸರ್ಕಾರಕ್ಕೆ ಸಲ್ಲಿಸಲಾಗಿದ್ದ ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯದ "The Statutes Relating to Appointment and Promotion of Teachers and other Academic Staff and Measures for the Maintenance of Standards in Higher Education in The Kuvempu University, As Per The UGC Regulations 2018."ರ ಪರಿನಿಯಮಾವಳಿಯನ್ನು ಮಾನ್ಯ ರಾಜ್ಯಪಾಲರು ಹಾಗೂ ಕುಲಾಧಿಪತಿಗಳು ದಿನಾಂಕ:11.01.2024ರಂದು ಅನುಮೋದನೆ ನೀಡಿರುತ್ತಾರೆ ಎಂದು ತಿಳಿಸಲು ಹಾಗೂ ಮಾನ್ಯ ರಾಜ್ಯಪಾಲರು ಹಾಗೂ ಕುಲಾಧಿಪತಿಗಳಿಂದ ಅನುಮೋದಿಸಲ್ಪಟ್ಟಿರುವ ಪೂರ್ವೋಕ್ತ ಪರಿನಿಯಮಗಳ ಮೂಲ ಪ್ರತಿಯನ್ನು ಈ ಪತ್ರದೊಂದಿಗೆ ಲಗತ್ತಿಸಿ ಕಳುಹಿಸಿಕೊಡಲು ನಿರ್ದೇಶಿಸಲ್ಪಟ್ಟಿದ್ದೇನೆ.

ತಮ್ಮ ನಂಬುಗೆಯ,

(ಶೀತಲ್ ಎಂ. ಹಿರೇಮಠ)
ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ,
ಉನ್ನತ ಶಿಕ್ಷಣ ಇಲಾಖೆ (ವಿಶ್ವವಿದ್ಯಾನಿಲಯ-1)

17/1/24

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KUVEMPU UNIVERSITY

THE STATUTES RELATING TO APPOINTMENT AND PROMOTION OF TEACHERS AND OTHER ACADEMIC STAFF AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION IN THE KUVEMPU UNIVERSITY, AS PER THE UGC REGULATIONS 2018.

JNANA SAHYADRI
SHANKARAGHATTA – 577 451

KUVEMPU UNIVERSITY

THE STATUTES RELATING TO APPOINTMENT AND PROMOTION OF TEACHERS AND OTHER ACADEMIC STAFF AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION IN THE KUVEMPU UNIVERSITY, AS PER THE UGC REGULATIONS 2018.

(Framed under Sections 40 (1) (k) (o) (p), 41(1) read with Sections 53 and 54 of the Karnataka State Universities Act, 2000)

PREAMBLE:-

The University Grant Commission in its communication vide letter F. No. 23-4 / 2017(PS), dated 31-01-2018 has informed the State Governments to adopt the Central Government pay scheme contained in the Govt. of India MHRD letter No. 1-7/2015-U.II (1) dated 02.11.2017, as recommended by the 7th Central Pay Commission to Universities and Colleges in the State.

Further, the UGC, vide its No.F.1-2/2017 (EC/PS) dated18th July 2018, in exercise of the powers conferred under clauses (e) and (g) of sub-section (I) of Section 26 read with Section 14 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the UGC Regulations 2010 (Regulation No.F.3-1/2009 dated 30th June, 2010) together with all amendments made there in from time to time, has notified the 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 Regulations referred to above have prescribed procedures and guidelines for the selection of candidates, for appointments / promotions of Teachers and other Academic Staff or their Career Advancements.

The Government of Karnataka vide its Order No. ED 483 UNE 2017, Bengaluru, dated 16-03-2019, while implementing the revised UGC scales of pay to the Teachers, Librarians and Physical Education Personnel of Universities and Colleges in the State under the purview of the Department of Higher Education, has accepted the above measures / norms.

The Universities are required to adopt the UGC Regulations with regard to pay structures, service conditions and educational qualifications in respect of Teachers, Librarians and Physical Education Personnel of Universities. Hence, these Statutes to incorporate the prescribed procedures and guidelines for appointments / promotions of Teachers and other Academic Staff, and the measures for the maintenance of standards in Higher Education.

In exercise of the powers conferred by Section 41(1) read with Sections 53 and 54 of the Karnataka State Universities Act, 2000, the Syndicate of Kuvempu University, Jnana Sahyadri, Shankaraghatta, do here by makes the following Statutes, -

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Vice-Chancellor
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1. TITLE, COMMENCEMENT AND APPLICABILITY:

i) These Statutes shall be called **"THE STATUTES RELATING TO APPOINTMENT AND PROMOTION OF TEACHERS AND OTHER ACADEMIC STAFF AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION IN THE KUVEMPU UNIVERSITY, AS PER THE UGC REGULATIONS 2018".**

ii) They shall come into force with effect from the date of assent of the Chancellor.

2. PAYSCALES.

The existing pay scales of the Teachers, Librarians, Physical Education and equivalent cadres in Kuvempu University coming under the purview of Department of Higher Education, Government of Karnataka, are revised as specified below:

i) Revised Pay for teachers in Universities and Colleges

Sl No	Designation	Existing Pay (Rs.)		Revised Pay (Rs.)		
		Pay Band	AGP	Academic Level	Minimum	Maximum
1.	Assistant Professor	15,600-39,100	6,000	10	57,700	1,82,400
2.	Assistant Professor (Senior scale)	15,600-39,100	7,000	11	68,900	2,05,500
3.	Assistant Professor (Selection grade)	15,600-39,100	8,000	12	79,800	2,11,500
4.	Associate Professor	37,400-67,000	9,000	13A	1,31,400	2,17,100
5.	Professor	37,400-67,000	10,000	14	1,44,200	2,18,200
6.	Professor (HAG) / Senior Professor	67,000-79,000	-	15	1,82,200	2,24,100

ii) Revised Pay for Librarians in University and Colleges

Sl No	Designation	Existing Pay (Rs.)		Revised Pay (Rs.)		
		Pay Band	AGP	Academic Level	Minimum	Maximum
1.	University Assistant Librarian	15,600-39,100	6,000	10	57,700	1,82,400
2.	University Assistant Librarian (Senior Scale)	15,600-39,100	7,000	11	68,900	2,05,500
3.	University Asst. Librarian(Selection Grade)	15,600-39,100	8,000	12	79,800	2,11,500
4.	University Deputy Librarian	37,400-67,000	9,000	13A	1,31,400	2,17,100
5.	University Librarian/ Deputy Librarian (Academic Level 14)	37,400-67,000	10,000	14	1,44,200	2,18,200

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iii) Revised pay for Physical Education personnel in University and Colleges.

Sl. No	Designation	Existing Pay (Rs.)		Revised Pay (Rs.)		
		Pay Band	AGP	Academic Level	Minimum	Maximum
1.	Assistant Director Physical Education and Sports	15,600-39,100	6,000	10	57,700	1,82,400
2.	Assistant Director of Physical Education and Sports (Sr. Scale)	15,600-39,100	7,000	11	68,900	2,05,500
3.	Assistant Director of Physical Education & Sports (Sel. Grade)	15,600-39,100	8,000	12	79,800	2,11,500
4.	Deputy Director of Physical Education and Sports	37,400-67,000	9,000	13A	1,31,400	2,17,100
5.	University Director of Physical Education and Sports/ Deputy Director of Physical Education and Sports (Academic Level 14)	37,400-67,000	10,000	14	1,44,200	2,18,200

a) The first academic level (corresponding to AGP of Rs. 6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.
b) Each cell in an academic level is at 3% higher than the previous cell in that level
c) The index of Rationalization (IOR) is 2.67 for present AGP less than Rs. 10,000 and 2.72 for the AGP of Rs. 10,000 and above.
d) Fixation of pay in the revised pay scales and other conditions are as per Govt. Order No. ED 483 UNE 2017, dated 16-03-2019.

iv) Revised pay of Vice Chancellor of Universities:

The pay of the Vice Chancellor shall be fixed at Rs.2,10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand), with Special Allowance of Rs.11,250/- per month (***Special Allowance revised as per Govt. of India MHRD letter No. 1- /2017-U.II, dated 28th January 2019 and Corrigendum dated 1st February 2019 with effect from 1st July 2017)*** as notified by the Karnataka Governor's Secretariat Notification No. GS 04 GUM 2020, dated 16-03-2020.

2.1 Coverage:

i) This Pay revision shall apply to Teachers, Librarians, Physical Education Personnel and Equivalent cadres in the University and its constituent Colleges/ P.G. Centres. Provided that the revision of pay in respect of Tenure posts / Deputation posts in the University shall be applicable subject to the fulfillment of the terms and conditions of posting if any issued in accordance with the provisions of UGC Regulations read with the provision of KCSRs.

ii) The scheme of pay revision shall not be extended to persons who do not fulfill the criteria stipulated in "UGC Regulations" and amendments, issued from time to time.

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iii) Except the issues related to conditions of recruitment and qualifications, fixation of pay, grant of CAS benefits and adherence to the prescribed standards as stipulated in "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018" the regulation of service conditions of teachers and equivalent cadre academic staff shall strictly be in accordance with the provisions of the Rules framed by the Government of Karnataka.

iv) The above scheme of revision shall not be applicable to the cadres of Registrars, Finance Officers and Controller of Examinations who are on State pay scales and whose, terms of Appointment and Recruitment is not in accordance with the UGC Regulations.

v) Without the previous sanction of the State Government the above scheme of Pay Revision is not applicable to Teachers, Librarians and Physical Education Personnel who are drawing pay in the State Pay Scale, even though they fulfill the conditions stipulated under respective UGC Regulations.

2.2 Designation:

There shall be no change in the present designation of teachers and equivalent cadres. Accordingly, there are only three designations in respect of teachers, namely, Assistant Professors, Associate Professors and Professors and there is no change in the present designation in respect of Librarians and Physical Education Personnel at various levels.

2.3 Fixation of Pay in the Revised Pay Scale:

i) The initial pay of the incumbent faculty member holding a permanent post in the cadre of teacher / Librarian / Physical Education Teacher and equivalent posts shall be fixed in the Revised Pay Matrix as specified in ***Annexure-I of Appendix I.***

a) The entry pay for each level of Pay Band and Academic Grade Pay in the corresponding academic level and Cells shall be as specified below:

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000
15	-	67,000

b) The pay of incumbent employee shall be fixed at the corresponding appropriate level in the Pay Matrix by multiplying the existing basic pay as on 01-01-2016 by a multiplication factor of 2.57, the figure so arrived at shall be rounded off to the nearest rupee and will be located in the applicable level in the Pay Matrix. If the figure so arrived at corresponds to any identical pay in the applicable level of Pay Matrix, the same shall be the revised pay. If no such Cell is available in the applicable level the pay shall be fixed at the immediate next higher Cell in that applicable level of the Pay Matrix.

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c) In fixation of pay whenever a situation arises that more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched and pay fixed in the subsequent Cell in the Pay Matrix.

d) If the minimum Pay or the first Cell in the applicable level is more than the amount calculated as per (b) above, the pay shall be fixed at the minimum pay or the first Cell of that applicable level.

e) The pay of employees appointed by direct recruitment on or after 1st day of January 2016 shall be fixed at the minimum pay or the first Cell in the level applicable to the post to which such employees are appointed.

f) Fixation of pay by using the above multiplication factor 2.57 is not applicable to employees promoted after 01-01-2016. However, their pay is regulated in accordance with the provisions of the G.O. dated 16-03-2019 and the Rules governing service conditions as the case may be.

g) After fixation of pay, grant of increment shall be regulated in accordance with the provisions of KCSRs and Orders issued there under, existing as on the date of fixation of pay.

h) The fixation of pay in the Revised Pay Matrix should be done in the form given in ***Annexure-II of Appendix I***. One copy of this form should be pasted in the Service Register and one copy should be sent to the concerned Head of the Department.

ii) For the purpose of these Statutes:

a) "Pay Matrix" means, Matrix specified in ***Annexure-I*** appended to these Statutes with levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade pay or Scale;

b) 'Level" in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay or scale specified in Annexure-I.

c) "Pay in the Level" means pay drawn in the appropriate Cell of the Level as specified in ***Annexure-I.***

d) "Basic Pay" in the revised pay structure means the pay drawn in the prescribed Level in the pay Matrix.

2.4 Date of Effect:

The Revised UGC Pay Scales shall be effective from 01-01-2016. However, all other allowances / benefits like DA, HRA & CCA, CAS benefits on account of fixation of pay in the Revised Pay Matrix etc., shall be payable prospectively from the date of issue of Government Order dated 16-03-2019.

2.5 Allowances:

(a) Dearness Allowance:

The dearness allowance in the revised pay scale w.e.f. 01-01-2016 and grant of DA subsequently shall be regulated as specified below. However, the monetary benefit on account of regulation of DA is prospective as indicated above.

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01-01-2016 - nil
01-07-2016 -2% of basic pay
01-01-2017 - 4% of basic pay
01-07-2017 - 5% of basic pay
01-01-2018 – 7% of basic pay
01-07-2018 - 9% of basic pay

Future grant of Dearness Allowance payable to employees shall be as per the orders issued by the State Government from time to time.

(b) Other allowances:

The rate of HRA shall be as notified by the State Government and shall be applicable at rates at 24%, 16% and 8% of basic pay in the Revised Pay Scale and shall be admissible prospectively. All other benefits / incentives such as leave / study leave, LTC, Medical Reimbursement and pensionary benefits etc., shall be regulated in accordance with the Rules / orders of the State Government.

2.6 Increment:

a) The rate of annual increment in the Pay Matrix is 3% with each cell being higher by 3% over the previous cell. Accordingly, the annual increment shall be as specified in the vertical cells of the applicable level in the pay Matrix.

b) The grant of annual increment to employees shall be regulated in accordance with the applicable Service Rules and standing orders issued in this regard from time to time by the State Government.

c) Further, the grant of annual increments to employees shall be regulated in accordance with the G.Os. No. FD 1 SRS 2019, dated 11-01-2019 and 04-05-2019 and any further orders / amendments issued in this regard from time to time by the State Government.

2.7 Promotion:

Subject to the fulfillment of conditions stipulated above and after fixation of pay in the Pay Matrix when an individual gets a promotion his pay in the Pay Matrix shall be fixed as follows:

On promotion, he would be given a notional increment in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level; otherwise the next higher cell in that level shall be the new pay of the employee.

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2.8 Superannuation and re-employment:

The age of superannuation of teachers and other equivalent cadres in the Universities in the State, shall be in accordance with the Rules / Orders issued in this regard and shall be regulated as notified by the State Government from time to time. Further, if the situation warrants necessary steps may be taken to re-employ the teachers / academic staff and it shall be in accordance with the conditions stipulated by UGC from time to time.

"2.9 The pay and pension of the teachers and other academic staff of the University shall be governed and regulated by the Karnataka Regulation of pay and Pension of Teachers in Higher Educational Institutions Act, 2020"

3.0 RECRUITMENT AND QUALIFICATIONS:

3.1 Conditions governing eligibility criteria for direct recruitment to the posts of Teachers and other academic staff in the University and Constituent Colleges shall be as specified in the "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018" and amendments if any issued from time to time by the UGC and the orders issued by the State Government in this regard.

3.2 The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Senior Professor, Principal, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education and Sports, shall be as specified by the UGC in its Regulations and as included in these Statutes.

3.3

(i) The National Eligibility Test (NET) or an accredited test (State Level Eligibility Test SLET / SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in the UGC Regulations, 2018. Further, SLET / SET shall be valid as the minimum eligibility for direct recruitment to Universities / Colleges / Institutions in the respective State only:

Provided that 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) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil. / Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET / SLET / SET for recruitment and appointment of Assistant Professor or any equivalent position in the University.

Provided further that the award of degree to candidates registered for the M.Phil. / Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the

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Institutions awarding the degree. All such Ph.D. candidates shall be exempted from the requirement of NET / SLET / SET for recruitment and appointment of Assistant Professor or equivalent positions in the University subject to the fulfillment of the following conditions:

a.) The Ph.D. degree of the candidate has been awarded in regular mode only;

b) The Ph.D. thesis has been awarded 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 / CSIR etc.

The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

(ii) The clearing of NET / SLET / SET shall not be required for candidates in such disciplines for which NET / SLET / SET has not been conducted.

3.4 A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.

I. A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste / Scheduled Tribe / Category-I of Government of Karnataka / Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotors disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

3.5 A relaxation of 5% shall be provided (from 55% to 50% of the marks) to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19th September, 1991.

3.6 A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by are cognized university, at the Master's level shall also be considered valid.

3.7 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.

3.8 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.

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3.9 The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade / Academic Level 12) in Universities.

3.10 The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021 or from an extended date as notified or permitted by the UGC.

3.11 The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching / research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment / promotion. Regular faculty members upto twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree. .

3.12 Qualifications:

No person shall be appointed to the post of University and College teacher, Librarian or Director of Physical Education and Sports, in any university or in any of institutions including constituent or affiliated colleges recognized under clause (f) of Section 2 of the University Grants commission Act, 1956 or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfill the requirements as to the qualifications for the appropriate post as provided below:

4.0 DIRECT RECRUITMENT:

4.1 For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, and Journalism & Mass Communication.

(I) Assistant Professor - Eligibility (A or B):

A.

i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in the relevant / allied subject from an Indian University, or an equivalent degree from an accredited Foreign University.

ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET / SET or who are or 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 as the case may be exempted from NET / SLET / SET:

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 / SLET / SET for recruitment

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and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions subject to the fulfillment 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 / CSIR or any similar agency.

The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

Note: NET / SLET / SET shall also not be required for such Master's Programmes in disciplines for which NET / SLET / SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET / SET.

OR

B. The Ph.D. degree has been obtained from a Foreign University / Institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) The Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

Note: The Academic score as specified in the score card developed by the university shall be considered for short-listing of the candidates for interview only, and the selections shall be based on the performance in the interview.

II. Associate Professor - Eligibility:

i. A good academic record, with a Ph.D. Degree in the concerned / allied / relevant disciplines

ii. A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).

iii. 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 with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of at least seventy five (75), as per the criteria given in Appendix II, Table 2 of these Statutes and the UGC Regulations 2018.

Note: The Associate Professor should attend training at the Karnataka State Higher Education Academy, Dharwad after initial appointment and obtain a prescribed certificate to become eligible for increments and CAS promotion.

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III. Professor - Eligibility (A or B) :

A.

i) An eminent scholar having a Ph.D. degree in the concerned / allied / relevant discipline, and published work 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-listed journals and a total research score of at least one hundred and twenty (120), as per the criteria given in Appendix II, Table 2 of these Statutes and the UGC Regulations 2018.

ii) A minimum of ten years of teaching experience in university / college as Assistant Professor / Associate Professor / Professor, and / or research experience at equivalent level at the University / National Level Institutions with evidence of having successfully guided doctoral candidate.

OR

B. An outstanding professional, having a Ph.D. degree in the relevant / allied / applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to knowledge in the concerned / allied / relevant discipline, supported by documentary evidence, provided he / she has ten years of experience.

Note: The Professor should attend training at the Karnataka State Higher Education Academy, Dharwad after initial appointment and obtain a prescribed certificate to become eligible for increments.

IV. Senior Professor in Universities

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

Eligibility:

i) An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC-listed journals, significant research contribution to the discipline, and engaged in research supervision.

ii) A minimum of ten years of teaching / research experience as Professor or an equivalent grade in a University, College or an Institute of National Level.

iii) The selection shall be based on academic achievements, favorable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten year's experience.

iv) The selection shall be based on ten best publications in the Peer-reviewed or UGC - listed journals and award of Ph.D. degrees to at least two candidates under his / her supervision during the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations, 2018.

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V. College Principal and Professor (Professor's Grade)

A. Eligibility:

(i) Ph.D. degree;

(ii) Professor/Associate Professor with a total service/ experience of at least fifteen years of teaching/research in Universities, Colleges, and other institutions of higher education.

(iii) A minimum of 10 research publications in peer-reviewed of UGC-listed journals.

(iv) A minimum of 110 Research Score as per Appendix II, Table 2.

B. Tenure

i) A College Principal shall be appointed for a period of five years, extendable for another term of five years on the basis of performance assessment by a Committee appointed by the University, constituted as per the UGC regulations 2018.

ii) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organization with the designation as Professor and in the grade of the Professor.

VI. Vice Principal

An existing senior faculty member may be designated as Vice-Principal by the Governing Body of the College on the recommendation of the principal, for a tenure of two years, who can be assigned specific activities, in addition to his/her existing responsibilities. During the absence of the principal, for any reason, the Vice Principal shall exercise the powers of the principal.

4.2. Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.

I. Assistant Professor - Eligibility (A or B):

A.

i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian / Foreign University.

ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET / SET or who are or 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 as the case may be.

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Provided further, 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 Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET / SLET / SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions subject to the fulfillment of the following conditions:

a. Ph.D. degree has been awarded to the candidate 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 had been conducted;

d. 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 research papers based on his / her Ph.D. work in conferences / seminars supported / funded / sponsored by the UGC / AICTE / ICSSR or any other similar agency.

Note 1: The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affair) of the University concerned.

Note 2: The clearance of NET / SLET / SET shall also not be required for such Masters Programmes in disciplines for which NET / SLET / SET is not conducted by the UGC, CSIR or similar test accredited by the UGC (like SLET / SET).

OR

B. A traditional or a professional artist with highly commendable professional achievement in the subject concerned having a Bachelor's degree, who has:

i. Studied under a noted / reputed traditional Master(s) / Artist(s)

ii. Has been 'A' Grade Artist of AIR / Doordarshan;

iii. Has the ability to explain, with logical reasoning the subject concerned; and

iv. Has adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor - Eligibility (A or B):

A.

i) Good academic record, with a doctoral degree.

ii) Performing ability of a high professional standard.

iii) Eight year's experience of teaching in a university or college and / or of research in a University / National level Institution, equal to that of Assistant Professor in a University / College.

iv) Has made a significant contribution to knowledge in the subject concerned, as evidenced by quality publications.

OR

B. A traditional or a professional artist with highly-commendable professional achievement having Master's degree in the subject concerned, who has:

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i) Been 'A'-Grade Artist of AIR / Doordarshan;

ii) Eight year's experience of outstanding performing achievement in the field of specialization;

iii) Experience in designing of new courses and / or curricula;

iv) Participated in National level Seminars / Conferences / Concerts in reputed institutions

v) Ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. Professor - Eligibility (A or B):

A.

i) An eminent scholar having a doctoral degree,

ii) Have been actively engaged in research with at least ten years of experience in teaching in University / College and / or research at the University / National level institutions,

iii) Minimum of 6 research publications in the peer-reviewed or UGC-listed journals,

iv) Has a total research score of 120, as per Appendix II, Table 2 of these Statutes.

OR

B. A traditional or a professional artist, with highly-commendable professional achievement, in the subject concerned,

i) Having Master's degree, in the relevant subject

ii) Has been 'A'- Grade artist of AIR / Doordarshan

iii) Has ten years of outstanding performing achievements in the field of specialization

iv) Has made significant contributions in the field of specializations and ability to guide research;

v) Has participated in National / International Seminars / Conferences / Workshops / Concerts and / or recipient of National / International Awards / Fellowships;

vi) Has the ability to explain with logical reasoning the subject concerned, and

vii) Has adequate knowledge to teach theory with illustrations in the said discipline.

IV. Senior Professor in Universities

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

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Eligibility:

i) An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC-listed journals, significant research contribution to the discipline, and engaged in research supervision.

ii) A minimum of ten years of teaching / research experience as Professor or an equivalent grade in a University, College or an Institute of National Level.

iii) 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 year's experience.

iv) The selection shall be based on ten best publications in the Peer-reviewed or UGC – listed journals and award of Ph.D. degrees to at least two candidates under his / her supervision during the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations.

4.3 Drama Discipline:

I. Assistant Professor - Eligibility (A or B)

A.

i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian / Foreign University.

ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR or a similar test accredited by the UGC, like SLET / SET or who are or 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 as the case may be.

Provided further, 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 Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET / SLET / SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions, subject to the fulfillment of the following conditions:-

i) The Ph.D. degree of the candidate has been awarded in the regular mode;
ii) The Ph.D. thesis has been evaluated by at least two external examiners;
iii) An open Ph.D. viva voce of the candidate has been conducted;
iv) The candidate has published two research papers from his / her Ph.D. work out of which at least one must be in a refereed journal;
v) The candidate has presented at least two research papers based on his / her Ph.D. work in conferences / seminars supported / funded / sponsored by the UGC / CSIR / ICSSR or any other similar agency.

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NOTE: 1. The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

2. NET / SLET / SET shall also not be required for such Masters Programmes in disciplines for which the NET / SLET / SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET / SET.

OR

B. A traditional or a professional artist with highly commendable professional achievement in the concerned subject, who has:

i) Been a professional artist with three year's Bachelor degree / Post Graduate Diploma, with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from the National School of Drama, or any other such Institution in India or abroad;

ii) Five years of regular acclaimed performance at Regional / National / International stage, supported by evidence; and

iii) The ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the discipline concerned.

III. Associate Professor - Eligibility (A or B) :

A

i) A good academic record, having a Ph.D. degree with performing ability of high professional standard as certified by an Expert Committee constituted by the University concerned for the said purpose.

ii) Eight year's experience of teaching in a University / College & / or research in a University / National-level Institutions equal to that of Assistant Professor.

iii) A significant contribution to knowledge in the subject concerned, as evidenced by the quality publications.

OR

B. A traditional or a professional artist, having highly commendable professional achievement in the subject concerned, has a Master's degree, who has:

i) Been recognized artist of Stage / Radio / TV;

ii) Eight years of outstanding performance in the field of specialization;

iii) Experience of designing new courses and / or curricula;

iv) Participated in Seminars / Conferences in reputed institutions; and

v) The ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. Professor - Eligibility (A or B) :

A. An eminent scholar, having a doctoral degree, actively engaged in research with ten years of experience in teaching and / or research at a University / National-level institution, including experience of guiding research at the doctoral level, with outstanding performing achievement in the field of specialization, with a minimum of 6 research publications in the peer-reviewed or UGC listed journals, and a total research score of 120, as per Appendix II, Table 2 of these Statutes.

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OR

B. A traditional and a professional artist, having highly commendable professional achievement in the subject concerned, who has:

i) Master's degree, in the relevant subject;

ii) Ten years of outstanding performing achievements in the field of specialization;

iii) Made significant contribution in the field of specialization

iv) Guided research;

v) Participated in National / International Seminars / Conferences / Workshops and/ **or recipient of National / International Awards / Fellowships;**

vi) Ability to explain with logical reasoning the subject concerned;

vii) Adequate knowledge to teach theory, with illustrations in the said discipline.

IV. Senior Professor in Universities:

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

Eligibility:

i) An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC-listed journals, significant research contribution to the discipline, and engaged in research supervision.

ii) A minimum of ten years of teaching / research experience as Professor or an equivalent grade in a University, College or an institute of national level.

iii) The selection shall be based on academic achievements, favorable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten year's experience.

iv) The selection shall be based on ten best publications in the Peer-reviewed or UGC -listed journals and award of Ph.D. degrees to at least two candidates under his / her supervision during the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations.

4.3 Yoga Discipline

I. Assistant Professor - (Eligibility (A or B):

A. Good academic record, with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) at the Master's degree in Yoga or any other relevant subject, or an equivalent degree from an Indian / Foreign University.

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Besides fulfilling the above qualifications, the candidate must have cleared NET conducted by the UGC, CSIR or a similar test accredited by the UGC like SLET / SET or who are or 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.

OR

B. A Master's degree in any discipline with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) and a Ph.D. Degree in Yoga* 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 as the case may be.

*Note: Considering the paucity of teachers in the newly-emerging field of Yoga, this alternative has been provided and shall be valid only for five years from the date of notification of the UGC Regulations, 2018.

II. Associate Professor– Eligibility:

i) A good academic record, with a Ph.D. degree in the subject concerned or in a relevant discipline.

ii) A Master's degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).

iii) A minimum of eight year's experience of teaching and / or research in an academic / research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institutions / Industry with evidence of published work and a minimum of 7 publications as books and / or research / policy papers in peer-reviewed or UGC listed journals and a total research score of at least Seventy five (75), as per the criteria given in Appendix II, Table 2 of these Statutes.

III. PROFESSOR - Eligibility (A or B) :

A.

i) An eminent scholar with Ph.D. degree in the subject concerned or in an allied / relevant subject and published work of high quality, actively engaged in research with evidence of published work, with a minimum of 10 publications as books and / or research / policy papers in the peer-reviewed or UGC listed journals and a total research score of at least 120 as per the criteria given in Appendix II, Table 2 of these Statutes.

ii) A minimum of ten years of teaching experience in a University / College and / or experience in research at the University / National level Institution / Industries, with evidence of having successfully guided doctoral candidate.

OR

B. An outstanding professional, with established reputation in the relevant field, who has made significant contribution to the knowledge in the concerned / allied / relevant discipline, to be substantiated by credentials.

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IV. SENIOR PROFESSOR in Universities

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

Eligibility:

i) An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC-listed journals, significant research contribution to the discipline, and engaged in research supervision.

ii) A minimum of ten years of teaching / research experience as Professor or an equivalent grade in a University, College or an institute of national level.

iii) The selection shall be based on academic achievements, favorable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten year's experience.

iv) The selection shall be based on ten best publications in the Peer-reviewed or UGC -listed journals and award of Ph.D. degrees to at least two candidates under his / her supervision during the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations.

4.3 Minimum Qualifications for Direct Recruitment to the Posts of University Assistant Librarian, University Deputy Librarian and University Librarian:

I. UNIVERSITY ASSISTANT LIBRARIAN:

i) A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point–scale, wherever the grading system is followed);

ii) A consistently good academic record, with knowledge of computerization of a library;

iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET / SET or who are or 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, as the case may be:

Provided that the, candidates registered for the Ph.D. degree 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 / SLET / SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions subject to the fulfillment of the following conditions:-

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a) The Ph.D. degree of the candidate has been awarded in the regular mode;
b) The Ph.D. thesis has been evaluated by at least two external examiners;
c) 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 / CSIR or any similar agency.

Note:

(i) The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

(ii) NET / SLET / SET shall also not be required for candidates in such Master's Programmes for which NET / SLET / SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET / SET.

II. UNIVERSITY DEPUTY LIBRARIAN:

i) A Master's Degree in Library Science / Information Science / Documentation Science, with at least 55% marks or an equivalent grade in a point scale, wherever grading system is followed.

ii) Eight year's experience as an Assistant University Librarian / College Librarian.

iii) Evidence of innovative library services including integration of ICT in library.

iv) A Ph.D. Degree in Library Science / Information Science / Documentation Science / Archives and Manuscript Keeping / Computerization of Library.

III. UNIVERSITY LIBRARIAN:

i) A Master's Degree in Library Science / Information Science / Documentation Science with at least 55% marks or an equivalent grade in a point-scale wherever the grading system is followed.

ii) At least ten years as a Librarian at any level in University Library or ten years of teaching as Assistant / Associate Professor in Library Science or ten year's experience as a College Librarian.

iii) Evidence of innovative library services, including integration of ICT in a library.

iv) A Ph.D. Degree in Library Science / Information Science / Documentation / Archives and Manuscript-Keeping.

4.4 Minimum Qualifications for the Posts of Assistant Directors of Physical Education and Sports, Deputy Director of Physical Education and Sports, and Director of Physical Education and Sports (DPES):

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I. University Assistant Director of Physical Education and Sports – Eligibility (A or B):

A.

i) A Master's Degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed)

ii) Record of having represented the university / college at the inter-university / inter-collegiate competitions or the State and / or national championships.

iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET), conducted by the UGC or CSIR, or a similar test accredited by the UGC, like SLET/ SET, or who are or have been awarded a Ph.D. Degree in Physical Education or Physical Education and Sports or Sports Science, 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, as the case may be:

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

a) The Ph.D. degree of the candidate has been awarded in regular mode;

b) The Ph.D. thesis has been evaluated by at least two external examiners;

c) 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 research papers in conference / seminar, based on his / her Ph.D. work.

Note: *The fulfillment of these conditions (a) to (e) is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*

iv. NET / SLET / SET shall also not be required for such Masters Programmes in disciplines for which NET / SLET / SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET / SET.

v. Passed the physical fitness test conducted in accordance with these Regulations.

OR

B. An Asian Game or Common wealth Games medal winner who has a degree at least at Post-Graduation level.

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II. University Deputy Director of Physical Education and Sports Eligibility (A or B):

A.

i) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the university concerned.

ii) Eight year's experience as University Assistant DPES / College DPES.

iii) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.

iv) Evidence of having produced good performance of teams / athletes for competitions like state / national / inter-university / combined university, etc.

v) Passed the physical fitness test in accordance with these Regulations.

OR

B. An Olympic Games / World Cup / World Championship medal winner who has a degree at least at the Post-Graduation Level.

III. University Director of Physical Education and Sports

i) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

ii) Experience of at least ten years in Physical Education and Sports as University Assistant / Deputy DPES or ten years as College DPES or teaching for ten years in Physical Education and Sports or Sports Science as Assistant / Associate Professor;

iii) Evidence of organizing competitions and coaching camps of at least two weeks duration;

iv) Evidence of having produced good performance of teams / athletes for competitions like State / National / Inter-University / Combined University, etc.

IV. Physical Fitness Test Norms

(a) Subject to the provisions of these Regulations, all candidates who are required to undertake the norms physical fitness test are required to produce a medical certificate certifying that he / she is medically fit before undertaking such tests.

(b) On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following:

NORMS FOR MEN			
12 MINUTES RUN / WALK TEST			
Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1800 metres	1500 metres	1200 metres	800 metres
NORMS FOR WOMEN			
8 MINUTES RUN / WALK TEST			
Up to 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1000 metres	800 metres	600 metres	400 metres

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5.0 CONSTITUTION OF SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURE:

Constitution of Selection Committees and guidelines for selection to various levels of posts in Universities and Colleges shall be in accordance with the provisions of "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of Standards in Higher Education, 2018" and as amended from time to time.

5.1. Composition of Selection Committees for Direct Recruitment / Promotion of -

I. **Assistant Professor / Associate Professor / Professor in the University:** The Selection Committee for the posts of Assistant Professor, Associate Professor or Professor in the University shall consist of the following persons:

i) The Vice Chancellor who shall be the Ex-officio Chairperson of the Committee.

ii) An academician not below the rank of Professor nominated by the Chancellor.

iii) Three experts in the subject / field concerned nominated by the Vice Chancellor from out of the panel of names approved by the relevant statutory body of the university.

iv) Dean of the Faculty concerned, wherever applicable.

v) Head / Chairperson of the Department / School concerned.

vi) An academician representing SC / ST / OBC / Minority / Women / Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates from any of these categories is an applicant and if any of the above members of the selection committee does not belong to that category.

vii) The Registrar shall be the Secretary of the Selection Committee.

At least four members, including two outside subject experts, shall constitute the quorum.

II. Senior Professor in the University: The Selection Committee for the post of Senior Professor in the University shall consist of the following persons:

i) Vice Chancellor who shall be the Chairperson of the Committee.

ii) An academician not below the rank of Senior Professor / Professor with minimum ten year's experience nominated by the Visitor / Chancellor, wherever applicable.

iii) Three experts not below the rank of a Senior Professor / Professor with a minimum of ten year's experience in the subject / field concerned nominated by the Vice-Chancellor from out of the panel of names approved by the relevant statutory body of the university.

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iv) Dean (not below the rank of Senior Professor/Professor with minimum ten years of experience) of Faculty concerned, wherever applicable.

v) Head / Chairperson (not below the rank of Senior Professor / Professor with minimum ten year's experience) or Senior-most Professor (not below the rank of Senior Professor / Professor with a minimum of ten year's experience) of the Dept. / School.

vi) An academician (not below the rank of a Senior Professor / Professor with minimum ten year's experience)representing SC /ST / OBC / Minority / Women / Differently-abled categories, nominated by the Vice Chancellor, if any of the candidates from these categories is an applicant and if any of the above members of the selection committee do not belong to that category.

vii) The Registrar shall be the Secretary of the Selection Committee. At least four members, including two outside subject experts, shall constitute the quorum.

III. Selection Committees for the posts of Librarians, Deputy Librarians, Assistant Librarians, Directors, Deputy Directors, Assistant Directors of Physical Education and Sports, shall be the same as that of Professor / Associate Professor / Assistant Professor, except that in Library / Physical Education and Sports, respectively, University Librarian / Director Physical Education and Sports, as the case may be, shall be associated with the Selection Committee as one of the subject experts, in lieu of the Head / Chairperson of the Department / School.

IV. The "Screening-cum-Evaluation Committee" for CAS Promotion of Assistant Professors / equivalent cadres in Librarians / Physical Education and Sports from one level to the other higher level shall consist of:

A. For University Teachers

i) The Vice-Chancellor shall be the Ex-officio Chairperson of the Committee;

ii) The Dean of the Faculty concerned, wherever applicable;

iii) The Head / Chairperson of the Department / School; and

iv) One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts.

v) An academician (not below the rank of a Professor) representing SC / ST / OBC / Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

B. For University Assistant Librarian:

i) The Vice-Chancellor shall be the Ex-officio Chairperson of the Committee;
ii) The Dean of the Faculty concerned;
iii) The University Librarian; and

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iv) One expert who is a working Librarian nominated by the Vice-Chancellor from the University panel of experts.

v) An academician (not below the rank of a Professor) representing SC / ST / OBC / Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

C. For University Assistant Director, Physical Education and Sports:

i) The Vice-Chancellor shall be the Chairperson of the Committee;

ii) The Dean of the Faculty concerned, wherever applicable;

iii) The University Director, Physical Education and Sports; and

iv) One expert in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.

v) An academician (not below the rank of a Professor) representing SC / ST / OBC / Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

Note: The quorum for these committees in all categories shall be three which shall include one subject expert. The Registrar shall be the Secretary of all the Selection / Screening Committees and shall process the Applications of candidates in coordination with the IQAC as per the directions of the Vice Chancellor.

5.2 The Screening-cum-Evaluation Committee on verification / evaluation of grades secured by the candidate through the Assessment Criteria and Methodology Performa designed by the university, based on the minimum requirement specified in the UGC Regulations 2018:

(a) In Appendix II, Table 1for each of the cadre of Assistant Professor;

(b) In Appendix II, Table 4 for each of the cadre of Librarian; and

(c) In Appendix II, Table 5 for each of the cadre of Physical Education and Sports

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

5.3 The selection process shall be completed on the day/ last day of the selection 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 selection committee.

5.4 For all Selection Committees specified in these Statutes, Head / Chairperson 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.

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6.0 SELECTION PROCEDURE:

I. 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 Performa, based on Appendix II, Tables 1, 2, 3, 4, and 5 of the UGC Regulations 2018 and as detailed later in these Statutes under the manner of conducting the interview etc.

In order to make the system more credible, universities may assess the ability for teaching and / or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage. These procedures shall be followed for both the direct recruitment and the CAS promotions, wherever selection committees are prescribed in these Statutes. The same shall be documented.

II. The university shall adopt the UGC Regulations for selection procedure through their respective statutory bodies incorporating Appendix II, Table 1, 2, 3 4, and 5 at the institutional level for University Departments and their Constituent colleges / affiliated colleges (Government / Government-aided / Autonomous / Private Colleges) to be followed transparently in all the selection processes. The Universities may devise their own self-assessment-cum-performance appraisal forms for teachers in strict adherence to the Appendix II, Table 1, 2, 3, 4, and 5 specified in these Statutes and the State Government Guidelines from time to time in the matter.

III. In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges provided herein, an academician belonging to the Scheduled Caste / Scheduled Tribe / OBC / Minority / Women / Differently-abled categories, if any of candidates belonging to these categories is the applicant and if any of the members of the selection committee does not belong to that category, shall be nominated by the Vice-Chancellor of the University, and in case of a College, Vice-Chancellor of the University to which the college is affiliated to. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government or concerned State Government, in relation to the categories mentioned above, are strictly followed during the selection process.

IV. The process of selection of a shall involve the inviting of the application developed by the university, based on the Assessment Criteria and Methodology guidelines set out in these Statutes in Appendix II, Tables 1 to 9 and reprints of all significant publications of the candidates.

Provided that the publications submitted by the candidate shall have been published during the qualifying period.

Provided further, that such publications shall be made available to the subject experts for assessment before holding the interview. The evaluation of the publications by the experts shall be taken into consideration while finalizing the outcome of selection.

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V. In the case of selection of faculty members who are from outside the academic field and are considered under Clause 4.1 (III.B), 4.2 (I.B, II.B, III.B), 4.3 (I.B, II.B, III.B), and 4.4 (I.B, III.B) of these Statutes, the university's statutory bodies must lay down clear and transparent criteria and procedure so that only outstanding professionals who can contribute substantially to the university knowledge system are selected.

VI. In the selection process for the posts involving different nature of responsibilities in certain disciplines / areas, such as Music and Fine Arts, Visual Arts and Performing Arts, Physical Education and Sports, and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in the UGC Regulations which need to be taken up by the institution while developing the Proforma for both the direct recruitment and the CAS promotion.

VII. The Internal Quality Assurance Cell (IQAC) shall be established in the University / affiliated Colleges as per the UGC / National Assessment Accreditation Council (NAAC) guidelines with the Vice-Chancellor, as Chairperson (in universities), and Principal, as Chairperson (in case of Colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution, including assistance in the development of Assessment Criteria and Methodology Proforma based on these Statutes. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of the students' assessment of individual teachers in the Assessment Criteria and Methodology Proforma.

A. 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, counseling and mentoring, additional teaching to support the college / university as and when the need arises, etc. 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 MOOCs, organizing 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.**

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B. 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 etc. The submission should be through the HOD/ Teacher-in-charge.

Step: 2: After completion of the required years of experience for promotion under CAS and fulfillment 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 Statutes.

6.1 Assessment Criteria and Methodology:

(a) Tables 1 and2 of Appendix II are applicable to the selection of Assistant Professors/ Associate Professors/ Professors for promotions under Career Advancement Scheme in Universities and Colleges;

(b) Table 4 of Appendix II is applicable to Assistant Librarians / College Librarians and Deputy Librarians for promotion under Career Advancement Scheme; and

(c) Table 5 of Appendix II is applicable to Assistant Directors / College Director of Physical Education sports and Deputy Directors / Directors of Physical Education and Sports for promotions under Career Advancement Scheme.

6.2 The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Statutes / UGC Regulations 2018.

6.3 The criteria for promotions under Career Advancement Scheme laid down under these Statutes shall be effective from the date of notification of these Statutes. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing regulations, a choice may be given to them, for being considered for promotions under the existing Regulations of the UGC/Statutes of the University. This option can be exercised only within three years from the date of notification of these Statutes.

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I. A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university / college, within three months in advance of the due date, that he / she fulfils all the requirements under the CAS and submit to the university / college the Assessment Criteria and Methodology Proforma as evolved by the university concerned supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in these Statutes. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University / College may initiate the process of screening / selection, and complete the process within six months from the receipt of application. Further, in order to avoid any hardship, the candidates who fulfill all other criteria mentioned in these Statutes, as on and till the date on which these Statutes are notified, can be considered for promotion from the date, on or after the date, on which they fulfill these eligibility conditions.

II. The Selection Committee specifications as contained in Clauses 5.1 and 5.2 shall be applicable to all direct recruitments of faculty positions and equivalent cadres and Career Advancement promotions from Assistant Professor to Associate Professor, from Associate Professor to Professor, Professor to Senior Professor and for equivalent cadres.

III. The CAS promotion from a lower stage to a higher stage of Assistant Professor shall be conducted through a "Screening-cum-Evaluation Committee", following the criteria laid down in Table1 of Appendix II.

IV. The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on his / her superannuation, the said post shall revert back to its original cadre.

V. For the promotion under the CAS, the applicant teacher must be on the role and in active service of the University / College on the date of consideration by the Selection Committee.

VI. The candidate shall offer himself / herself for assessment for promotion, if he / she fulfill the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Proforma. He / she can do so three months before the due date. The university shall send a general circular twice a year, inviting applications for the CAS promotions from the eligible candidates.

i) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.

ii) If, however, the candidate finds that he/she would fulfils the CAS promotion criteria, as defined in Tables 1, 2, 4, and 5 of Appendix II at a later date and applies on that date and is successful, his / her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria.

iii) The candidate who does not succeed in the first assessment, he / she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his / her promotion shall be deemed to be one year from the date of rejection.

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6.4 STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY-APPOINTED ASSISTANT PROFESSORS / ASSOCIATE PROFESSORS / PROFESSORS

A. The entry-level Assistant Professors (Level 10) shall be eligible for promotion under the Career Advancement Scheme (CAS) through two successive levels (Level 11 and Level 12), provided they are assessed to fulfill the eligibility and performance criteria as laid down in Clause 6.3. of these Statutes / UGC Regulations 2018.

B. Career Advancement Scheme (CAS) for University Teachers:

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

Eligibility:

i) An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M. Phil. / PG Degree in Professional Courses, such as LLM, M. Tech, M.V.Sc. and M.D., or six years of service in case of those without a Ph.D. / M. Phil. / PG Degree in a Professional course and satisfies the following conditions:

ii) Attended one Orientation course of 21 days duration on teaching methodology;

iii) Any one of the following: Completed Refresher / Research Methodology Course / Workshop/ Syllabus Up-gradation Workshop/ Training Teaching-Learning-Evaluation, Technology Programmes / Faculty Development Programmes of at least one week (5 days) duration, or taken one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOCs course during the assessment period; and

iv) 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 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.

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

Eligibility:

i) Assistant Professor who has completed five years of service in Academic Level 11/ Senior Scale.

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ii) A Ph.D. Degree in the subject relevant/allied/relevant discipline.

iii) Has done any two of the following in the last five years of Academic Level 11 / Senior Scale: Completed a course/ programme from amongst the categories of Refresher Courses / Research Methodology / Workshops / Syllabus Up-gradation Workshop / Teaching-Learning-Evaluation / Technology Programmes / Faculty Development Programme 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 the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course / contribution towards the development of at least 10 modules of MOOCs course / contribution towards conduct of a MOOCs course during the period of assessment.

iv) 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 a '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)

Eligibility:

i) Assistant Professor who has completed three years of service in Academic Level 12/ Selection grade.

ii) A Ph. D. Degree in the subject concerned / allied / relevant discipline.

iii) Any one of the following during last three years: completed one course / programme from amongst the categories of Refresher Courses/Research Methodology Workshops / Syllabus Up-gradation Workshop / Teaching-Learning-Evaluation Technology Programme / Faculty Development Programme 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 (with e-certification); or contribution towards the 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 conduct of a MOOCs course during the period of assessment.

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iv) A minimum of seven publications in the peer-reviewed or UGC-listed journal out of which three research papers should have been published during the assessment period.
v) Evidence to prove that the said Assistant Professor is guiding doctoral candidates.

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 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 of UGC Regulations 2018.
ii) The promotion is recommended by a selection committee constituted in accordance with these Statutes.

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

Eligibility:

i) An Associate Professor who has completed three years of service in Academic Level 13A;
ii) A Ph.D. degree in the subject concerned / allied / relevant discipline;
iii) A minimum of ten research publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period;
iv) Evidence to prove that the doctoral candidates registered under the said Associate Professor have been awarded Ph.D. degrees.
v) A minimum of 110 Research Score as per Appendix I, Table 2 of UGC Regulations 2018.

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 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 of UGC Regulations 2018.
ii) The promotion is recommended by a selection committee constituted in accordance with these Statutes.

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. Further, 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 Statutes.

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Eligibility:

i) Ten years' experience as 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.

C. Career Advancement Scheme (CAS) for Librarians

NOTE:

i) The following provisions apply only to those persons who are not involved in the teaching of Library Science. Teachers in institutions where Library Science is a teaching department shall be covered by the provisions given under Clause 6.4 (B), of these Statutes.

ii) The Deputy Librarian in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14.

I. From University Assistant Librarian (Academic level 10)to University Assistant Librarian (Senior Scale / Academic level 11).:

Eligibility:

An Assistant Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years' of experience, having at least a M.Phil. degree, or six years' of service for those without a M.Phil. or a Ph.D. degree.

(i) He / she has attended at least one Orientation course of 21 days' duration; and

(ii) Training, Seminar or Workshop on automation and digitalization, maintenance and related activities, of at least 5 days, as per Appendix II, Table 4.

CAS Promotion Criteria:

An Assistant Librarian may be promoted if-

i) He / she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three / four / five out of the last four / five / six years of the assessment period as the case may be as specified in Appendix II, Table 4, and

ii) The promotion is recommended by a screening-cum-evaluation committee.

II. From University Assistant Librarian (Senior Scale / Academic level 11)to University Assistant Librarian (Selection Grade/ Academic level 12).

Eligibility:

1) He / she has completed five years of service in that grade.

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2) He / she has done any two of the following in the last five years: (i)Training Seminar / Workshop / Course on automation and digitalization, (ii)Maintenance and other activities as per Appendix II,Table 4 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), (iii) Taken / developed one MOOCs course in the relevant subject (with e-certification), or (iv) Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

i) He / she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in Appendix II, Table 4 of UGC Regulations 2018, and;
ii) The promotion is recommended by a screening-cum-evaluation committee.

III. From University Assistant Librarian (Selection Grade / Academic level 12)to University Deputy Librarian (Academic Level 13A)

i) He / she has completed three years of service in that grade.
ii) He / she has done any one of the following in the last three years: (i)Training / Seminar / Workshop/ Course on automation and digitalization, (ii)Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration, (iii) 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), (iv) Taken / developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

i) He / she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and
ii) The promotion is recommended by a Selection Committee constituted as per these Statutes on the basis of the interview performance.

IV. The criteria for CAS Promotions from University Deputy Librarian(Academic Level 13A) to University Deputy Librarian (Academic Level 14)shall be the following:

i) He / she has completed three years of service in that grade.
ii) He / she has done any one of the following in the last three years: (i)Training / Seminar / Workshop / Course on automation and digitalization, (ii)Maintenance and related activities as per Appendix II,Table 4 of at least two weeks' (ten days) duration, (iii) 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), (iv) Taken / developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.

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iii) Evidence of innovative library services, including the integration of ICT in a library.

iv) A Ph.D. Degree in Library Science / Information Science / Documentation /archives and Manuscript-Keeping

CAS Promotion Criteria:

An individual shall be promoted if:

i) He / she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and

ii) The promotion is recommended by a Selection Committee constituted as per these Statutes on the basis of the interview performance.

C. Career Advancement Scheme for Directors of Physical Education and Sports

Note:

i) The following provisions apply only to those personnel who are not involved in teaching physical education and sports. Teachers in institutions where Physical Education and Sports is a teaching department shall be covered by the provisions given under Clauses 6.4 (B) of these Statutes.

ii) The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14.

I. From Assistant Director of Physical Education and Sports (Academic Level 10) to Assistant Director of Physical Education and Sports (Senior Scale / Academic Level 11).

Eligibility:

i) He / she has completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. degree or six years of service for those without an M.Phil or Ph.D. degree.

ii) He / she has attended one Orientation course of 21 days' duration; and

iii) He/ she has done any one of the following: (a)Completed Refresher / Research Methodology Course / workshop, (b)Training Teaching-Learning-Evaluation Technology Programme / Faculty Development Programme of at least 5 days duration and (c) Taken / developed one MOOCs course (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if:

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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 specified in Appendix I, Table 5 of UGC Regulations 2018; and

ii) The promotion is recommended by a screening-cum-evaluation committee.

II. From Assistant Director of Physical Education and Sports (Senior Scale/ Academic Level 11) to University Assistant Director of Physical Education and Sports (Selection Grade/ Academic Level 12)

i) He / she has completed five years of service in that grade.

ii) He / she has done any two of the following in the last five years: (i) Completed one course / programme from among the categories of refresher courses, research methodology workshops, (ii)Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration, (iii) 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), and (iv) Taken / developed one MOOCs course in the relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

i) He / she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years' of the assessment period as specified in Appendix II, Table 5 of UGC Regulations 2018, and;

ii) The promotion is recommended by a screening-cum-evaluation committee.

III. From University Assistant Director of Physical Education and Sports (Selection Grade / Academic Level 12)to University Deputy Director of Physical Education and Sports (Academic Level 13 A)

i) He / she has completed three years of service.

ii) He/ she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii)Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes 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), (iii) Taken/ developed one MOOCs course in relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

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i) He/ she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of atleast two out of the last three years of the assessment period as specified in Appendix II, Table 5 of UGC Regulations 2018; and

ii) The promotion is recommended by a selection committee constituted as per these Statutes on the basis of the interview performance.

IV. The criteria for CAS Promotions from University Deputy Director Physical Education and Sports (Academic Level 13A)to University Deputy Director Physical Education and Sports (Academic Level 14) shall be the following:

i) He / she has completed three years of service.
ii) He / she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii)Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes 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 / programmeof at least two weeks (ten days duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).
iii) Evidence of organizing competitions/coaching camps of at least two weeks' duration.
iv) Evidence of having produced good performance of teams / athletes for competitions like state / national / inter-university / combined university, etc.
v) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

CAS Promotion Criteria:

An individual may be promoted if;

i) He/ she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
ii) The promotion is recommended by a selection committee constituted as per these Statutes on the basis of the interview performance.

7.0 THE MANNER OF CONDUCTING INTERVIEW FOR APPOINTMENTOF TEACHERS AND OTHER ACADEMIC STAFF:

A Committee of Vice Chancellors constituted by the State Government under the Chairmanship of the Vice Chairman, Karnataka State Higher Education Council has suggested entrance test in lieu of using UG, PG and part of Ph.D./ M.Phil. marks for short listing of candidates for the interview for the posts of Assistant Professors, Assistant Librarians, and Assistant Directors of Physical Education and Sports. This is because that there are variations in awarding % marks or Grades by different Universities and Autonomous Colleges. Some Higher Education Institutions (HEIs) are too liberal, while some are moderate, and some others are stricter in awarding marks/grades. Hence to have a uniform relative assessment of the merit of the candidates, in addition to UGC

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Criteria, entrance test is suggested as one of the yardsticks for short listing of candidate for the posts of Assistant Professors, Assistant Librarians, and Assistant Directors of Physical Education and Sports. The Entrance Tests may be conducted by the Karnataka Examination Authority or some other body/University as per the directions of the State Government, to prepare the gradation lists subjects-wise. Hence, out of 100 marks used for short listing of candidates for the interview, 50 marks shall be based on entrance test in lieu of UG and PG % of marks and one third of the marks earmarked for M. Phil. and Ph.D., the remaining 50 marks shall be based on Ph.D./M. Phil., NET/ SET/ SLET, Research Publications, Teaching / Post-Doctoral Experience, and Awards, as suggested in Table 3A/B of Appendix II of the UGC Regulations 2018 and as detailed in Tables 6A-B, 7, 8and 9 of Appendix II of these statutes.

The common entrance test/examination in various subjects may be conducted, at least once in every two years, preferably, once a year, and notify the gradation lists, subject-wise. It may be conducted by the Karnataka Examination Authority, or some other body/one of the universities as per the directions of the State Government. Only those candidates who fulfill the UGC criteria for appointment as Assistant Professors, Assistant Librarians, and Assistant Directors of Physical Education and Sports are eligible to take the entrance examinations. The candidates who are about to fulfill the requirements within next six months may also take the entrance examinations. But the candidates in the gradation lists are eligible to apply for the posts of Assistant Professors and other academic staff in their subjects, in response to the Advertisements by various Universities in the state, provided they fulfill all the requirements as prescribed in the UGC Regulations 2018, as on the last dates for submission of applications for the posts advertised. The University shall accept applications from the candidates in the gradation lists only in the respective subjects, shortlist the candidates based on merit as per Table 6A-B. The procedure is as per the provisions of UGC Regulations, 2018, except that the UG, PG and part of PhD / M.Phil. marks are replaced by the common entrance test/examination for 50 marks as described in Table 6A. The remaining 50 marks be evaluated as suggested in Table 6B of Appendix II: 20 marks for Ph.D./M. Phil. (instead of 30 marks), 7 marks for NET/ SLET/ SET, 10 marks for Research Publications, 10 marks for Teaching/ Post-doctoral/ Professional experience and 3 marks for awards as illustrated Table 6B. The first FIVE candidates for each post under each category be invited for interview and conduct interviews to select the candidates for appointment, as detailed in Tables 7, 8 and 9 in Appendix II, for Teachers, Librarians and Directors of Physical Education and Sports, respectively.

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DIRECT RECRUITMENT TO THE POSTS OF ASSISTANT PROFESSORS, ASSOCIATEPROFESSORS, PROFESSORS AND SENIOR PROFESSORS IN THE UNIVERSITY:

7(a) ASSISTANT PROFESSORS:

Five eligible candidates for each post under each category shall be called for interview, in the order of merit, based on the points / marks secured in the Entrance Test (A), Academic Score(B),Teaching / Professional Experience and / or Post-Doctoral Experience (C),Research Publications (D), as detailed in **Annexure-7(a)** for Column-2 of Table 7(A+B+C+D) of this Statute, provided that they fulfill all other criteria prescribed by the UGC in itsRegulations,2018 (Clause 4.1/4.2/4.3/4.4-I) and any subsequent amendments / modifications issued from time to time.

7(b) ASSOCIATEPROFESSORS:

Five eligible candidates for each post under each category shall be called for interview, in the order of merit, based on the points / marks secured in the academic record (A), teaching and involvement in students related / research activities(B) and research performance(C)as detailed in **Annexure-7(b)**forColumn-3 of Table 7(A+B+C)of this Statute, provided that they fulfill all other criteria prescribed by the UGC in its Regulations, 2018 (Clause 4.1/4.2/4.3/4.4-II) and any subsequent amendments/ modifications issued from time to time.

7(c) PROFESSORS:

Five eligible candidates for each post under each category shall be called for interview, in the order of merit, based on the points / marks secured in teaching and involvement in students related / research activities (A), Research Performance (B) and Quality of Publications (C), as detailed in **Annexure-7(c)** for Column-4 of Table 7(A+B+C) of this Statute, provided that they fulfill all other criteria prescribed by the UGC in its Regulations, 2018 (Clause 4.1/4.2/4.3/4.4-III) and any subsequent amendments/modifications issued from time to time.

7(d) SENIOR PROFESSORS:

Five eligible candidates for each post under each category shall be called for interview in the order of merit, based on the points / marks secured in teaching and involvement in students related / research activities (A), Research Contributions (B) and Review of Track Record and Quality of Publications, as detailed in **Annexure-7(d)** for Column-5 of Table 7(A+B+C)of this Statute, provided that they fulfill all other criteria prescribed by the UGC in its Regulations, 2018 (Clause 4.1-IV) and any subsequent amendments / modifications issued from time to time.

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8. DIRECT RECRUITMENT TO THE POSTS OF ASSISTANT LIBRARIAN DEPUTY LIBRARIAN AND LIBRARIAN IN THE UNIVERSITY:

8(a) ASSISTANT LIBRARIAN:

Five eligible candidates for each post under each category shall be called for interview in the order of merit, based on the points / marks secured in the Entrance Test (A), Academic Score (B), Library related Research Publications (C) and Work Experience and or Post-Doctoral Experience (D), as detailed in **Annexure-8(a)** for Column-2 of Table 8(A+B+C+D) of this Statute, provided that they fulfill all the criteria prescribed by the UGC in its Regulations, 2018 (Clause 4.7-I) and subsequent amendments / modifications issued from time to time.

8 (b) DEPUTYLIBRARIAN:

Five eligible candidates for each post under each category shall be called for interview in the order of merit, based on the points / marks secured in the Academic Record (A), Library Services and Management Activities (B) and Innovative Library Services, Integration of ICT in Library & Related Publications and Research (C), as detailed in **Annexure-8(b)** for Column-3 of Table-8 (A+B+C)of this Statute, provided that they fulfill all other criteria prescribed by the UGC in its Regulations, 2018(Clause 4.7-II) and subsequent amendments / modifications issued from time to time.

8 (c) LIBRARIAN:

Five eligible candidates for each post under each category shall be called for interview, in the order of merit, based on the points / marks secured in the Library Services and Management Activities (A), Library Related Publications and Research (B), and Quality of Innovative Library Services, related contributions / publications and Review of Library Vision Plan (C), as detailed in **Annexure-8(c)** for Column-4 of Table-8(A+B+C) of these Statutes, provided that they fulfill all the criteria prescribed by the UGC in its Regulations, 2018(Clause 4.7-III) and subsequent amendments / modifications issued from time to time.

9. DIRECT RECRUITMENT TO THE POSTS OF ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS, AND DIRECTOR OF PHYSICAL EDUCATION AND SPORTS IN THE UNIVERSITY:

9 (a) ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS:

Ten eligible candidates for each post under each category shall be called for Physical Fitness test, and Sports and Athletics skills test, in the order of merit, based on the points / marks secured in the Entrance Test (A), Academic Score and or Track record of Championship won (B),Professional / Field Experience (C), and Physical Education

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and Sports related Research Publications(D), as detailed in **Annexure-9(a)** for Column-2 of Table-9(A+B+C+D)of this Statute, provided that they fulfill all the criteria prescribed by the UGC in its Regulations, 2018(Clause 4.8-I) and subsequent amendments / modifications issued from time to time.

Those candidates who pass the Physical fitness test as per the norms as specified in Clause 4.4 IV of these Statutes are only eligible to appear for Field Performance in Sports and Athletics skills. A minimum of five of these candidates, in the order of merit, who have passed the Physical fitness test, shall be called for interview for each post under each category.

9 (b) DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS:

Ten eligible candidates for each post under each category shall be called for Physical Fitness test, in the order of merit, based on the points / marks secured in the academic record and or track record of Championship Won (A), Physical Education and Sports Activities (B), Organization of Competitions, conducting of Coaching Camps and Good Performance Teams / Athletes Produced for Competitions and Sports related publications (C), as detailed in **Annexure-9(b)** for Column-3 of Table-9(A+B+C) of this Statute, provided that they fulfill all the criteria prescribed by the UGC in its Regulations, 2018(Clause 4.8-II) and its subsequent amendments/ modifications.

A minimum of five of these candidates, who have passed the Physical fitness test, shall be called for interview for each post under each category.

9 (c)DIRECTOROFPHYSICALEDUCATION AND SPORTS:

Ten eligible candidates for each post under each category shall be called for Physical Fitness test, in the order of merit, based on the points / marks secured in the Physical Education and Sports Activities (A), Organization of Competitions, Coaching Camps conducted and Good Performance Teams/ Athletes Produced for Competitions(B) and the Quality of Publications, Organizational Track Vision Plan and Research Score (C), as detailed in Annexure-9(c) for Column-4 of Table-9(A+B+C)of this Statute, provided that they fulfill all the criteria prescribed by the UGC in its Regulations, 2018 (Clause 4.8-III) and subsequent amendments/ modifications issued from time to time.

10. PROCEDURE TO BE FOLLOWED BY THE SELECTION COMMITTEES:

The Selection Committee for the selection of candidates shall follow the norms / guidelines as prescribed in the UGC Regulations, 2018 and its subsequent amendments/ modifications and issued by the State Government from time to time.

11.PREPARATION OF SELECTION AND MERITLISTS:

The Selection and Merit lists shall be prepared by the Selection Committees in each Subject in the following manner:

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A. Assistant Professor / Associate Professor / Professor:

The Selection and Merit lists for the post of Assistant Professor shall be prepared based on the marks / points secured for the parameters prescribed in Column (2) of Table 7 and Annexure-7(a) of these Statutes (A+B+C+D+E). The merit list for Associate Professor, Professor and Senior Professor shall be prepared based on the marks / points secured for the parameters prescribed in column (3) (A+B+C+D), column (4) (A+B+C+D)and column (5) (A+B+C+D) of Table 7 and Annexures-7(b), 7(c)and 7(d)of these Statutes, respectively.

B. Assistant Librarian / Deputy Librarian / Librarian in the University:

The Selection and Merit lists for the post of Assistant Librarian shall be prepared based on the marks / points secured for the parameters prescribed in Column (2) of Table 8 and Annexure-8(a) of this Statute (A+B+C+D+E).The merit list for the post of Deputy Librarian and Librarian shall be prepared based on the marks / points secured for the parameters prescribed in column (3) (A+B+C+D) and column (4) (A+B+C+D)of Table 8 and Annexures-8(b), and 8(c) of these Statutes, respectively.

C. Assistant Director of Physical Education and Sports / Deputy Director of Physical Education and Sports/ Director of Physical Education and Sports:

The Selection and Merit lists for the post of Assistant Director of Physical Education & Sports shall be prepared based on the marks / points secured for the parameters prescribed in Column (2) of Table 9 and Annexure-9(a) of these Statutes (A+B+C+D+E+F).The merit list for the Deputy Director of Physical Education & Sports, and Director of Physical Education & Sports, shall be prepared based on the marks / points secured for the parameters prescribed in column (3) (A+B+C+D) and column (4) (A+B+C+D) of Table 9 and Annexures-9(b) and 9(c), of these Statutes, respectively.

13. MANNER OF SELECTION:

A. For the posts of Assistant Professors, Associate Professors, Professors and Senior Professors, the respective Selection Committees shall prepare the Selection and Merit lists in their Subjects, based on the criteria prescribed under, Column (2),Column (3), Column (4) and Column (5) of Table 7 and Annexures- 7(a),7(b), 7(c) and 7(d), respectively. Further, in the case of Associate Professors, Professors and Senior Professors, the University shall prepare a consolidated merit list of all the candidates by combining the Subject Merit Lists based on the points secured by the candidates. While preparing the main Selected list / **Waiting Lists**, the University shall follow the State Government orders in the matter of reservation issued from time to time and make appointments accordingly.

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B. The Selection Committee shall prepare selection lists and **Waiting Lists** for the posts of Assistant Librarian, Deputy Librarian and Librarian based on the criteria prescribed under column (2), Column (3) and Column (4) of Table 8, and Annexures-8(a), 8(b) and 8(c) of these Statutes, respectively. While making appointments, the University shall follow the State Government orders in the matter of reservation issued from time to time.

C. The Selection Committee shall prepare selection lists and **Waiting Lists** for the posts of Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports, and Director of Physical Education and Sports, based on the criteria prescribed under column (2), Column (3) and Column (4) of Table 9, and Annexures-9(a), 9(b) and 9(c) of these Statutes, respectively. While making appointments, the University shall follow the State Government orders in the matter of reservation issued from time to time.

14. APPOINTMENT OF SELECTED CANDIDATES : The candidates in the main selected lists or the **Waiting Lists** maybe appointed after the approval of the Syndicate.

15. OPERATION OF LISTS: The appointing authority is competent to operate the **Waiting Lists** after exhausting the main selected lists. The list/s of the candidates so selected by the Selection Committee shall be valid for a period of one year.

16. Research Promotion Grant

The UGC or the respective agency (Central / State Governments) may provide a start- up grant at the level of Rs. 3.0 lakhs in Social Sciences, Humanities and Languages and Rs. 6.0 lakhs in Sciences and Technology to teachers and other non-vocational academic staff to take up research immediately after their appointment.

17.1 Consultancy Assignments

The consultancy rules, terms, conditions and the model of revenue sharing between institutions and consultant-teachers shall be as per the UGC Consultancy Rules separately read with the relevant Rules of the State Government to be notified separately.

17.2 Undertaking

An undertaking from every employee who is a beneficiary under this Scheme shall be taken in the form given in **Annexure-III of Appendix I** of these Statutes. Therefore, any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be recovered or adjusted against the future payments due or otherwise to the beneficiary as the case may be.

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18.0 Counting of Past Services for Direct Recruitment and Promotion under CAS

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific / professional organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, should count for the direct recruitment and promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature, provided that:

(a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be.

(b) The post is / was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer), Associate Professor (Reader) and Professor.

(c) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Asst. Professor, Associate Professor and Professor, as the case may be.

(d) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University / State Government / Central Government / Institutions concerned, for such appointments.

(e) The previous appointment was not as guest lecturer for any duration.

(f) The previous ad-hoc or temporary or contractual service (by whatever nomenclature it may be called) shall be counted for direct recruitment and for promotion, provided that:

(i) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be

(ii) The incumbent was appointed on the recommendation of a duly constituted Selection Committee / Selection Committee constituted as per the rules of the respective university.

(iii) The incumbent was drawing total gross emoluments not less than the monthly gross salary of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be and

(g) No distinctions shall be made with reference to the nature of management of the institution where previous service was rendered (private / local body / Government), while counting the past service under this clause.

19.0 Deputation and the UGC Pay Scales:

As a matter of Policy precedent and in order to maintain Quality and standards like relevancy, inclusiveness and excellence in academic field, Teachers going on deputation to other jobs except those related to education management and research cannot carry forward their UGC pay scales. In other words Teachers and equivalent cadre staff are not entitled to get pay in UGC Pay Scales when they go on deputation to other posts outside academic field. However, they are entitled to draw pay in State pay scales as per the Rules and Orders governing the issue.

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20.0 Period of Probation and Confirmation

The period of probation and confirmation of Teachers and equivalent cadre staff in the University shall be as stipulated in the respective State Rules namely; The Karnataka Civil Services (Probation) Rules, 1977 and the Karnataka Civil Services (General Recruitment) Rules, 1977 and orders issued there under from time to time.

21.0 Creation and Filling-up of Teaching Posts

Without the sanction of the State Government, no new post be created and no recruitment shall be made to the posts in the University and affiliated colleges. However, the ratio of posts as prescribed by UGC shall be adhered to. Accordingly,

21.1 Teaching posts in universities, as far as feasible, may be created in a pyramidal order, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professor, per department.

21.2 All the sanctioned / approved posts in the university system shall be filled up on an urgent basis only after getting necessary approval of the State Government.

22.0 Appointments on Contract Basis

The teachers should be appointed on contract basis only when it is absolutely necessary and when the student-teacher ratio does not satisfy the laid-down norms. In any case, the number of such appointments should not exceed 10% of the total number of faculty positions in a College / University. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly-appointed teacher. The fixed emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly appointed Assistant Professor. Such appointments should not be made initially for more than one academic session, and the academic performance of such a teacher should be reviewed before reappointing him / her on contract basis for another session. Such appointments on contract basis may be resorted to only when absolutely necessary to fill vacancies arising due to maternity/ child-care leave, etc.

23.0 Teaching Days

23.1 The Universities / Colleges must have at least 180 teaching, i.e., there should be a minimum of 30 weeks of actual teaching in a 6-day week. Of the remaining period, 12 weeks may be devoted to admission and examination activities, and non-instructional days for co-curricular, sports, college day, etc., 8 weeks for vacations and 2 weeks may be attributed to various public holidays. If the University adopts a 5-day week pattern, then the number of weeks should be increased correspondingly to ensure the equivalent of 30 weeks of actual teaching, with a 6-day week.

The above provision is summarized as follows:

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	Number of weeks:			
	6-days a week pattern		5-days a week pattern	
Categorization	**University**	**College**	**University**	**College**
Teaching and Learning Process	30 (180 days) weeks	30 (180 days)weeks	36 (180 days) weeks	36 (180 days) weeks
Admissions, Examinations, and preparation for Examination	12	10	8	8
Vacations	8	10	6	6
Public Holidays (To increase and adjust teaching days accordingly)	2	2	2	2
Total	52	52	52	52

23.2 In-lieu of the curtailment of vacation by 2 weeks, the university teachers may be credited with1 / 3rd of the period of their earned leave. However, colleges may have an option of a total vacation of 10 weeks in a year and no earned leave except when required to work during the vacations for which, as in the case of University Teachers, 1 / 3rd of the period shall be credited as Earned Leave.

24.0 Workload

24.1 The workload of the teachers in full employment should not be less than Forty hours a week for thirty working weeks (One Hundred and Eighty teaching days) in an academic year. It should be necessary for the teacher to be available for at least Five hours daily in the University/ College. Teachers shall devote at least Two hours per day for mentoring of students (minimum fifteen students per coordinator) for Community Development / Extra-Curricular Activities / library consultation / research in case of Under-Graduate Courses and / or at least Two hours per day for research in case of Post-Graduate courses, for which the necessary space and infrastructure shall be provided by the University / College. The direct teaching-learning work load should be as follows:

Assistant Professor	-	16 hours per week
Associate Professor / Professor	-	14 hours per week

24.2 Professors / Associate Professors / Assistant Professors involved in administration / extension work can devote two hours per week from the teaching and learning hours.

25.0 Service Agreement and Fixing of Seniority

There shall be such agreements / contracts between the employees on UGC pay scales at the time of direct recruitment, promotion and while deputing for higher studies as provided in relevant service rules and the same is subject to further regulations as the State deems fit.

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25.1 At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University / College and the teacher concerned and a copy thereof shall be deposited with the Registrar / Principal. Such service agreement shall be duly stamped as per the government rates applicable.

25.2. The self-appraisal methodology, as per Clause 6.0 and its sub-clauses and Clauses 6.1 to 6.4 and all the sub-clauses contained therein and as per Tables 1 to 5 of Appendix II **of UGC Regulations 2018** shall form part of service agreement/record.

25.3 Inter-se seniority between the direct recruited and promoted under CAS

The seniority of employees including the inter-se seniority among direct recruits and promotees etc. shall be determined as per the provisions of the relevant Statutes of the University.

26.0 Code of Professional Ethics

The code of conduct in respect of teacher and equivalent cadre personnel in the University and Colleges shall be as per Appendix-III of UGC Regulations 2018 and governed by the Karnataka Civil Service (Conduct) Rules, 1966.

26.1Maintenance of Standards:

Maintenance of Standards in the University shall be as per Appendix- IV UGC Regulations, 2018.

27. Anomalies

Anomalies and disparities in pay if any in the Revised Pay on account of implementation of the New Pay Matrix shall be brought to the notice of the State Government for suitable orders.

28. Other Matters

28.1 If any difficulty arises in giving effect to the above provisions the same may be considered in the light of the provisions contained in ***"UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018"*** and amendments issued there under read with relevant service rules of the State, and if necessary, the same may be referred to the State Government / UGC for necessary orders / clarifications.

28.2 Any amendments / modifications issued / notified by the UGC / MHRD, and the State Government Orders issued from time to time, relating to the provisions of these Statutes, shall be deemed to have been incorporated into the relevant Clauses of these Statutes.

29. Saving Clause

Notwithstanding anything done or any action taken, decision or direction initiated under the Act in force at any time earlier than these Statutes shall be deemed to have been done or taken under these Statutes.

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APPENDIX-I:

ANNEXURE-1

Pay Matrix

Pay Band (Rs)	**15,600 - 39,100**			**37,400 - 67,000**		**67,000 - 79,000**
Academic Grade Pay (Rs)	6,000	7,000	8,000	9,000	10,000	-
Index of Rationalization	**2.67**	**2.67**	**2.67**	**2.67**	**2.72**	**2.72**
Entry Level Pay (Rs)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	**10**	**11**	**12**	**13A**	**14**	**15**
Revised Entry Pay 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

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APPENDIX-I:

ANNEXURE-II

1.	Name of the Employee	
2.	Designation of the post in which pay is to be fixed as on January 1, 2016	
3.	Status (substantive / officiating)	
4.	Pre-revised Pay Band and Grade Pay or Scale	
5.	Existing Emoluments	
	a. Basic Pay (Pay in the applicable Pay Band plus applicable Grade Pay or basic pay in the applicable scale) in the pre-revised structure as on January 1, 2016 b. Dearness Allowance sanctioned upto 01.01.2016 c. Existing emoluments (a+b)	
6.	Basic Pay (Pay in the applicable Pay Band plus applicable Grade Pay or basic pay in the applicable scale) in the pre-revised structure as on January 1, 2016	
7.	Applicable Level in Pay Matrix corresponding to Pay Band and Grade Pay or scale shown at S.No.4	
8.	Amount arrived at by multiplying basic pay as at Sl.No. 6 by 2.57	
9.	Applicable Cell in the Level either equal to or just above the Amount at Sl.No.8	
10.	Revised Basic Pay (as per Sl.No.9)	
11.	Revised pay with reference to the Substantive Pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post if applicable	
11.	Personal pay, if any	
12.	Date of next increment and pay Pay after grant of increment Date of Increment	
13.	Any other relevant information	

Date:

Signature & Designation of Head of Department

Office:

Annexure-III

UNDERTAKING

I hereby undertake that any excess payment that may be found to have been made as a result incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date: Signature:

Station: Name:

Designation:
College/University

Signed before me

Signature & Designation of Head of the Office / Department

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Appendix-II

Table 1

Assessment Criteria and Methodology for University / College Teachers

S.No.	Activity	Grading Criteria
1	Teaching: (Number of classes taught / total Classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	90% and above - **Good** Below 90% but 80% and above **Satisfactory** Less than 80% - **Not satisfactory**
2	Involvement in the University / College students related activities / research activities: a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Coordinator / 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 counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. d) Organizing 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. h) Students' Assessment of Teachers with at least 3 points in the 5-point scale	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

Overall Grading:

Good: Good in teaching and satisfactory or good in activity at Sl.No.2.

OR

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.

Not Satisfactory: If neither good nor satisfactory in overall grading

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 Statutes and as per the acts, Statutes and ordinances of the parent institution.

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Table 2

Methodology for University / 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 / Arts / Humanities / 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	02per 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
	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

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4.	**(a) Research Guidance**		
	Ph.D. per degree awarded / per thesis submitted	10 / 05	10 /05
	M. Phil. / P.G dissertation: per degree awarded	02	02
	(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 / organization like UNO / UNESCO / World Bank / IMF 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 Reuter's 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:

a) Paper presented if part of edited book or proceeding then it can be claimed only once.
b) For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Both shall get 7 marks each.

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c) 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.

d) The research score shall be from the minimum of three categories out of six categories.

Table 3 A

Criteria for short-listing of candidates for interview for the Post of Asst. Professor in universities

S.N.	Academic Record	Score			
1.	**Graduation**	80% & Above = 15	60% to less than 80% = 13	55% to less than 60% =10	45% to Less than 55% =05
2.	**Post-Graduation**	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC / ST / OBC (non- creamy layer) / PWD) to less than 60%= 20	
3.	M. Phil.		60% & above = 07	55% to less than 60% = 05	
4.	Ph.D.				30
5.	NET with JRF				07
	NET				05
	SLET / SET				03
6.	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)				10
7.	Teaching / Post Doctoral Experience (2 marks for one year each)#				10
8.	Awards				
	International / National Level (Awards given by International Organizations / Government of India / Government of India Recognized National Level Bodies)				03
	State-Level(Awards given by State Government)				02

However, if the period of teaching / Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

(A)

(i) M.Phil + Ph.D	Maximum - 30 Marks
(ii)JRF / NET / SET	Maximum - 07 Marks
(iii) In awards category	Maximum - 03 Marks

(B) Number of candidates to be called as prescribed in the Conduct of Interview Regulations.

Academic Score	-	80
Research Publications	-	10
Teaching Experience	-	10
Total	-	**100**

(D) Score shall be valid for appointment in respective State SLET / SET Universities / Colleges / Institutions only.

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Table 4

Assessment Criteria and Methodology for Librarians

SN	Activity	Grading Criteria
1.	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he / she is expected to attend). While attending in the library, the individual is expected to undertake, inter-alia, following items of work: • Library Resource and Organization and maintenance of books, journals & reports • Provision of Library reader services such as literature retrieval services to researchers and analysis of report. •Assistance towards updating institution website	90% and above - **Good** Below 90% but 80% and above - **Satisfactory** Less than 80% - **Not satisfactory**
2.	Conduct of seminars / workshops related to library activity or on specific books or genre of books.	**Good** – 1 National level seminar/ workshop +1 State/ institution level workshop / Seminar **Satisfactory** - 1 National level seminar/ workshop or 1 state level seminar / workshop + 1 institution level seminar / workshop or 4 institution seminar / workshop **Unsatisfactory** – Not falling in above two categories
3.	If library has a computerized database, then OR If library does not have a computerized database.	**Good**- 100 % of physical books and journals in computerized database **Satisfactory**- At least 99 % of physical books and journals in computerized database **Unsatisfactory**- Not falling under good or satisfactory OR **Good**- 100 % Catalogue database made up to date **Satisfactory**- 99% Catalogue database made up to date **Unsatisfactory**-Catalogue database not up to mark (To be verified in random by the CAS Promotion Committee)
4.	Checking inventory and extent of missing books	**Good**: Checked inventory & missing book less than 0.5% **Satisfactory** -Checked inventory &missing book less than 1%, **Unsatisfactory** - Did not check inventory **OR** Checked inventory and missing books 1% or more.
5.	(i) Digitization of books database in institution having no computerized database. (ii) Promotion of library network. (iii) Systems in place for dissemination of information relating to books & other resources (iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities. (v) Design & offer short-term courses for users. (vi) Publications of at least one research paper in UGC approved journals.	**Good**: Involved in any two activities **Satisfactory:** At least one activity **Not Satisfactory**: Not involved/ undertaken any of the activities.
Over all Grading	**Good:** Good in Item 1 and satisfactory / good in any two other items including Item 4. **Satisfactory**: Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4. **Not satisfactory**: If neither good nor satisfactory in overall grading.	

Note: 1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment; 2) The Library must obtain evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from HOD of the concerned department, project completion and 3) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.

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Table 5

Assessment Criteria and Methodology for Directors of Physical Education and Sports

S. No.	Activity	Grading Criteria
1	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - **Good** Above 80 but below 90- **Satisfactory**. Less than 80 - **Not satisfactory**.
2.	Organizing intra college competition	**Good** - Intra college competition in more than 5 disciplines. **Satisfactory** - Intra college competition in 3-5 disciplines. **Unsatisfactory**- Neither good nor satisfactory
3.	Institution participating in External Competitions	**Good** - National level competition in at least one discipline plus State / District level competition in at least 3 disciplines. **Satisfactory**- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 disciplines. **Unsatisfactory**–Neither good nor satisfactory
4.	Up-gradation of sports and physical training infra-structure with scientific and technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	**Good / Satisfactory / Not Satisfactory** to be assessed by the Promotion committee.
5.	(i) At least one student of the institution participating in national / state / university (for college levels only) teams. Organizing state/ national / inter university / inter college level competition. (ii) Being invited for coaching at state / national level. (iii) Organizing at least three workshops in a year. (iv) Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations& extracurricular college activities	Good: Involved in any two activities. Satisfactory: 1 activity **Not Satisfactory** : Not involved / undertaken any of the activities.
Overall Grading	**Good**: Good in Item 1 and satisfactory / good in any two other items. **Satisfactory**: Satisfactory in Item 1 and satisfactory / good in any other two items. **Not Satisfactory**: If neither good nor satisfactory in overall grading.	

NOTE: i) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment; ii) The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee, and iii) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.

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Table 6A

The UGC and the Suggested Criteria for Short-listing of Candidates for Interview and their Selection for the Posts of Assistant Professors and other Academic Staff in the Universities.

Sl.No.	Academic Record	Scheme as per Table 3A of Appendix II of UGC Regulation 2018	Scheme Suggested by the Committee
1.	Graduation, Post-Graduation & ⅓ of Ph.D./Entrance Test	-	15 + 25 + 10 = 50 (Entrance Test)
(A)	Graduation: 15: 80% &+ ; 13: 60% to <80%; 10: 55% to <60%; 05: 45% to <55%	15	
(B)	Post-Graduation: 25: 80% &+; 23 = 60% to <80%: 20: 55% (50% for SC/ST/OBC (non-creamy)/PWD)to < 60%.	25	
2.	Ph.D./M.Phil. UGC - Ph.D. - 30; M.Phil. 60% + - 07; 55% -<60% - 05: Suggested - Ph.D.- 20; M.Phil.: 60% + - 07; 55% -<60% - 05	30	30-10 = 20
3.	NET with JRF/NET/ SLET/SET 07: NET with JRF, 05: NET; 03: SLET/SET	07	07
4.	Research Publications (2 marks per Res. Pub. in Peer-reviewed/UGC-listed Journals)	10	10
5.	Teaching / Post-Doctoral Exp. (2 marks/year)#	10	10
6.	**Awards**: International/National level -03; State level -02 (International/National Level (Awards by International Organizations / Govt. of India & recognized National Level Bodies; State-Level Awards by State Govt.)	03	03
7.	**Total Score for Short listing of Candidates for Interview**	100	100

*The test is suggested in lieu of using UG, PG and part of Ph.D./M.Phil. marks for short listing of candidates for the interview. This is because that there are variations in awarding % marks or Grades by different Universities and Autonomous Colleges. Some HEIs are too liberal, while some are moderate, and some others are stricter in awarding marks/grades. Hence to have a common relative assessment of merit of the candidates, entrance tests are suggested. Further, M.Phil. and Ph.D. programs also involve coursework examinations. Thus 10 out of 30 marks have been taken towards conducting of the tests by the Karnataka Examination Authority or some other body. As a result, out of 100 marks used for short listing of candidates for the interview, 50 marks will be based on entrance test in lieu of UG and PG % of marks and one third of marks earmarked for M.Phil. and Ph.D., the remaining 50 marks will be based on Ph.D./M.Phil., NET/ SET/ SLET, Research Publications, Teaching / Post-Doctoral Experience and awards, as suggested in the UGC Regulations 2018.

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Table 6B

Criteria for Selection of Candidates for the Posts of Assistant Professors and other Academic Staff in the Universities.

Sl.No.	Academic Record	Academic Score	
		Maximum	Secured
1.	Entrance Test	50	
2.	M.Phil + Ph.D Ph.D.: 20; M.Phil. 07: 60% & above; 05: 55% -<60%	20	
3.	NET with JRF/NET/ SLET/SET 07: NET with JRF, 05: NET; 03: SLET/SET	07	
4.	Research Publications (2 marks per Res. Pub. in Peer-reviewed/UGC-listed Journals)	10	
5.	Teaching / Post-Doctoral Experience (2 marks/year)*	10	
6.	**Awards**: International/National level -03; State level -02 (Awards by International Organizations/ Govt. of India and recognized National Level Bodies; State-Level Awards by State Govt.)	03	
7.	**Total Score for Short listing of Candidates for Interview (Sum of 1 to 6)**	100	
8.	Interview Performance	12	
9.	**Grand Total Score for Selection of Candidates (7 + 8)**	112	

2 Marks per completed year of full time Teaching or Professional or Post-Doctoral Research Experience, and one mark per year of part-time Teaching Experience with a minimum of eight hours of work load per week. Two hours of Practical/Field or Project works are treated as one hour of workload per week for this purpose. The service shall be certified by the Head of the institution, Registrar of the University or Principal of the college. This type of service may be considered only for appointment to the entry level posts, such as Assistant Professor, Assistant Librarian or Assistant Director of Physical Education and Sports.

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TABLE7

MINIMUM REQUIREMENTS, ACADEMIC AND RESEARCH PERFORMANCE FOR DIRECT RECRUITMENT OF TEACHERS IN THE UNIVERSITY / AND WEIGHTAGES IN SELECTION COMMITTEES (To be Considered along with Other Specified Eligibility Qualifications Stipulated in the UGC Regulations, 2018)

Minimum Norms/ Criteria	**Assistant Professor / Equivalent cadres (Academic**	**Assoc. Professor / Equivalent cadres (Academic**	**Professor / Equivalent cadres (Academic Level-14)**	**Senior Professor (Academic Level-15)**
1	2	3	4	5
Minimum Qualifications as stipulated In UGC Regulations 2018 (Clause 4.1)	A Master's degree with 55% marks or equivalent and NET / SET / SLETor Ph.D. degree as per UGC PhD Regulations, 2016 (Clause 4.1-I)	A good academic record with Masters (55% marks) & PhD degrees, a minimum of eight years of teaching & / research experience with a minimum of seven publications & a total research score of seventy five (Clause 4.1-II)	An eminent scholar with a Ph.D. degree, actively engaged in research with high quality published work with a minim. of 10 Res. Publications, ten years of teaching & / research experience &a total research score of 120 (Clause 4.1-III)	An eminent scholar with good track record of high quality publications, engaged in research supervision, a minimum of ten years of teaching / research experience as professor, ten publications & at least 2PhDs guided successfully during last 10 years (Clause 4.1-IV)
Selection Committee Criteria / weightage (Total Weightage =100 or as specified)	A) Entrance Test (50%) * B) Academic score (30%) * C) Research Publications (10%) * D) Teaching / Post-doctoral research experience (10%)* E) Assessment of domain knowledge, pedagogy, articulation / communication skills, research potential & general knowledge (12) * ***Annexure-7(a)**	A)Academic record (30%) * B) Teaching and involvement in student related / research activities (30%)* C)Research Performance (28%)* D) Assessment of domain knowledge, teaching methods research update & general knowledge (12%)* ***Annexure-7(b)**	A) Teaching and involvement in student related / research activities (33%)* B)Research Performance (40%)* C) Quality of Publications(15%)* D)Assessment of domain knowledge, teaching methods, research contributions and general updates (12%) * ***Annexure-7(c)**	A) Teaching and involvement in student related/ research activities(20%) * B)Research contributions (44%)* C) Review of track record - academic achievements, teaching& student-related/ research activities(12%)* and ten best publications (12%)*by three eminent subject experts D)Interaction regarding teaching-learning and research activities, contributions to institutional development and research contributions (12%) * ***Annexure-7(d)**

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Annexure-7(a)

ANNEXURE FOR COLUMN-2 OF TABLE–7
PARAMETERS FOR ASSESSING ACADEMIC RECORD, DOMAIN KNOWLEDGE,TEACHING SKILLS AND RESEARCH POTENTIAL ETC. FOR THE RECRUITMENTOF ASSISTANT PROFESSOR (Level -10)

Sl. No.	Parameter	Max. marks / Points
A.	**Entrance Test (50%)**	**50**
B.	**ACADEMIC SCORE (30%)**	**30**
a)	Ph.D. and M.Phil. **(20)**: Ph.D.-20;M.Phil: 60% and above .- 07; 55% to <60%- 05 NET with JRF / NET / SLET / SET **(7):** NET with JRF -07; NET - 05; SLET / SET – 03	
b)	**Awards** (International / National Level) **(03)**: International / National level -03 (Awards by International Organizations / Govt. of India and by recognized National Level Bodies);	
c)	State-Level Awards by State Govt.- 02	
C.	**Teaching and or Post-Doctoral Experience:**	**10**
a)	**Teaching Experience**(maximum of 10 marks) (02 per completed year of full-time teaching / research experience)	
b)	**D.Litt./ D.Sc./ LLD -10 or Post-Doctoral Studies / Research** (with evidence of Research Publications / Patents / Books / Monographs) 06 Months & above -03 (one research publication etc.) 01 Year & above -06 (two research publications etc.) 02 Years & above -10 (atleast three research publications etc.	
D.	**RESEARCH PUBLICATIONS (10%)** in Peer-reviewed and UGC-Listed Journals (2 marks per publication)	**10**
I.	**Total Score for Short listing of Candidates for Interview** (A+B+C+D)	**100**
E.	ASSESSMENT OF DOMAIN KNOWLEDGE, PEDAGOGY AND COMMUNICATION SKILLS AND RESEARCH POTENTIAL (12%)	**12**
	Domain knowledge, pedagogy, Articulations / communication skills, research potential and general knowledge shall be assessed by the Selection Committee based on a Lecture Presentation on a topic in the subjectin a class room situation, and discussion on the capacity of the candidate to use the latest technology in teaching and research, in the Oral Interview. - Domain knowledge & Pedagogy - 03 (Maximum) - Articulations / communication skills - 03 (Maximum) - Research potential - 03 (Maximum) - General Knowledge - 03 (Maximum)	
	II. Grand Total Score for Selection of Candidates (I+E)	**112**

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ANNEXURE FOR COLUMN–3 OF TABLE – 7
PARAMETERS FOR ASSESSING ACADEMIC RECORD, TEACHING AND, RESEARCH PERFORMANCE, DOMAIN KNOWLEDGE ETC. FOR THE RECRUITMENTOF ASSOCIATE PROFESSOR (Level -13A)

Sl. No.	Parameter	Max points
A.	**ACADEMIC RECORD (30%):**	**30**
1. a)	Ph.D. and M.Phil. **(15)**: Ph.D.- 15; M.Phil.- 05:	
b)	NET with JRF / NET / SLET / SET**(5):** NET with JRF -05; NET - 03; SLET / SET – 02	
2.	**Awards / Post-Doctoral Studies / Research (10)**:	
a)	**State level Awards** by State Govt.: 03 per award (International / National awards or fellowships are covered under research score)	
b)	**D.Litt. / D.Sc. / LLD -10 or Post-Doctoral Studies / Research** (with evidence of Research Publications / Patents / Books / Monographs) 06 Months & above -03(atleast one paper) 01 Year & above -05(atleast two papers) 02 Years & above -07(atleast three papers)	
B)	**Teaching and Involvement in Students Related / Research Activities) (30%)** (as detailed in Table 1 of Appendix II of UGC Regulations, 2018 or as amended)	
1.	**Overall Grading:** Good or Satisfactory Grade in teaching or students related / research activities shall be based on the annual performance assessment reports of at least six of eight years of prescribed service. **Very Good: 20** (Good in teaching and good in involvement in students related activities/ research activities). **Good: 16** (Good in teaching and satisfactory in involvement in Students related activities/ research activities or vice versa). **Satisfactory:12** (Satisfactory in teaching and satisfactory in involvement in students related activities/ research activities).	**20** **10**
2.	**Teaching/Professional/Research Experience:** 1.0 per year of experience for which Annual Performance Assessment Report is available.	
C.	**RESEARCH PERFORMANCE (28%)**	
	Research Score (28):25 points for the prescribed Research Score of 75 plus an additional one point per every five additional research score (Research Score shall be calculated as per Table-2 of Appendix-II in the UGC Regulations, 2018 or as amended from time to time).	**28**
I.	**Total Score for Short listing of Candidates for Interview**(A+B+C)	**88**
D.	**Assessment of Domain Knowledge, Teaching methods, Research update andGeneral Knowledge (12%):**They shall be assessed by the Selection Committee based on a Lecture Presentation on a topic in the subjectin a classroom situation, and discussion on the capacity to use the latest technology in teaching and research, in the Oral Interview: - Domain knowledge, - 03 (Maximum) - Teaching methods - 03 (Maximum) - Research update - 03 (Maximum) - General Knowledge - 03 (Maximum)	**12**
II.	**Grand Total Score for Selection of Candidates (I+D)**	**100**

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ANNEXURE FOR COLUMN - 4 OF TABLE – 7

PARAMETERS FOR ASSESSING TEACHING AND RESEARCH PERFORMANCE-DOMAIN KNOWLEDGE, TEACHING METHODS, RESEARCH CONTRIBUTIONS AND GENERAL UPDATES FOR THE RECRUITMENT OF PROFESSOR (Level-14)

Sl. No.	Parameter	Max points
A	TEACHING AND INVOLVEMENT IN STUDENTS RELATED ACTIVITIES / RESEARCH ACTIVITIES) **(33%)** (as detailed in Table 1of Appendix II of UGC Regulations, 2018 or as amended by it from time to time)	
1.	**Overall Grading:** Good or Satisfactory Grade in teaching or students related / research activities shall be based on the annual performance assessment reports of at least six of ten years of prescribed service **Very Good: 20** (Good in teaching and good in involvement in students related activities/ research activities). **Good: 16** (Good in teaching and satisfactory in involvement in Students related activities/ research activities or vice versa). **Satisfactory: 12** (Satisfactory in teaching and satisfactory in involvement in students related activities/ research activities).	20
2.	**Teaching / Professional / Research Experience:** 1.0 per year of experience for which Annual Performance Assessment Report is available	13
B.	**RESEARCH PERFORMANCE (40%)** (may be achieved from 1 or	40
1.	**Research Score:** 25 points for the prescribed Research Score of **120** plus an additional one point for every additional research score of five (5) (Research Score shall be calculated as per Table-2 of Appendix-II in the UGC Regulations, 2018 or as amended by it from time to time).	
2.	**D.Litt. / D.Sc. / LLD -10 or Post-Doctoral Studies / Research** (with evidence of Research Publications / Patents / Books / Monographs) a) 01Year & above - 03 (atleast two papers) 02Years & above - 05 (atleast three papers) OR b) **State level Awards** by State Govt.: 03 per award (International / National awards or fellowships are covered under research score)	
C.	**ASSESSMENT OF QUALITY OF PUBLICATIONS (15%):** Best Ten Publications (Research papers / books/ patents) chosen by the candidate shall be assessed by the subject experts in the Selection Committee before holding the interview).	15
I.	**Total Score for Short listing of Candidates for Interview** (A+B+C)	**88**
D.	**Assessment of Domain Knowledge, Teaching Methods, Research Contributions and General Updates** shall be assessed by the Selection Committee based on a Lecture Presentation on a topic in the subjectin a class room situation, and discussion on the capacity of the candidate to use the latest technology in teaching and research, in the Oral Interview: - Domain Knowledge in the subject - 03 (Maximum) - Teaching Innovations - 03 (Maximum) - Research Contributions - 03 (Maximum) - General Updates - 03 (Maximum)	**12**
II.	**Grand Total Score for Selection of Candidates (I+D)**	**100**

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ANNEXURE FOR COLUMN – 5 OF TABLE – 7

PARAMETERS FOR ASSESSING TRACK RECORD INCLUDING ACADEMIC ACHIEVEMENTS, TEACHING-LEARNNG AND RESEARCH ACTIVITIES, QUALITY OF PUBLICATIONS AND CONTRIBUTIONS TO INSTITUTIONAL DEVELOPMENT FOR THE RECRUITMENT OF SENIOR PROFESSOR (Level -15)

Sl. No.	Parameter	Max Marks/ points
A.	**TEACHING AND STUDENTS RELATED ACTIVITIES/RESEARCH ACTIVITIES(20%):** (as detailed in Table 1 of Appendix II of UGC Regulations, 2018 or as amended by the UGC from time to time)	
1.	**Overall Grading:** Good or Satisfactory Grade in teaching or students related / research activities shall be based on the annual performance assessment reports of at least six of ten years of prescribed service. **Very Good: 20** (Good in teaching and good in involvement in students related activities/ research activities). **Good: 16** (Good in teaching and satisfactory in involvement in students related activities/ research activities). **Satisfactory: 12** (Satisfactory in teaching and good in involvement In students related activities/ research activities).	**20**
B.	RESEARCH PERFORMANCE **(44%)** (may be achieved from 1 or 1+2)	
1.	**Research Score:** One point per Research Score of Ten (10) (Research Score shall be calculated as per Table-2 of Appendix-II in the UGC Regulations, 2018 or as amended by it from time to time	**44**
2.	Post-Doctoral Degrees such as D.Litt. / D.Sc. / LLD (5) / and **State level Awards** by State Govt.: 03 per award (International / National awards / fellowships are covered under research score)	
C.	REVIEW OF TRACK RECORD AND ASSESSMENT OF TEN BEST HIGH QUALITY RESEARCH PUBLICATIONS **(24%)**	
1.	**Review of Track Record including Academic Achievements, Teaching-Learning and Research Activities** involving students, Academic Administration, contributions to Institutional Development and Research Contributions **12**	**24**
2.	**Assessment of Ten Best High-Quality Publications**-Ten Best Research papers / books / patents chosen by the candidate shall be assessed by three eminent subject experts before holding the Interaction (as per 4.1-IV of UGC Regulations,2018 as amended by from time to time). **12**	
I.	**Total Score for Short listing of Candidates for Interaction** (A+B+C)	**88**
D.	**Interaction Performance (12%)**: The Track Record of Professors, in terms of Academic Achievements, Teaching-Learning and Research Activities involving students, Academic Administration, Contributions to Institutional Development and Research Contributions including Quality of Publications, shall be ascertained by the Selection Committee during the discussion in the Oral Interaction: Academic Achievements/ Professional Developments - 03 (Maximum) Teaching-Learning and Research Activities - 03 (Maximum) Contributions to Institutional Development - 03 (Maximum) Research Contributions - 03 (Maximum)	**12**
II.	**Grand Total Score for Selection of Candidates (I+D)**	**100**

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TABLE –8

MINIMUM REQUIREMENTS AND OTHER NORMS FOR DIRECT RECRUITMENT OF LIBRARIAN POSITIONS IN THE UNIVERSITY / AND WEIGHTAGES IN THE SELECTION COMMITTEES (To be considered along with other specified eligibility qualifications stipulated in the UGC Regulations, 2018)

Minimum Norms / Criteria	**Assistant Librarian (Entry level, Academic Level-10)**	**Deputy Librarian (Academic Level-13A)**	**Librarian (Academic Level-14)**
1	2	3	4
Minimum Qualifications Requirements	Minimum Qualifications as stipulated in the UGC Regulations, 2018	Minimum Qualifications as stipulated in the UGC Regulations, 2018	Minimum Qualifications as stipulated in the UGC Regulations, 2018
Selection Committee Criteria / Weightages (Total Weightage = 100 or as specified)	A) Entrance Test (50%*) B) Academic Score (30%)* C) Library related Research Publications (10%)* D) Work Experience in Library Services and its Management (10%)* E) Interview-Assessment of Domain Knowledge, Library Automation, Communication Skills & General Knowledge (12%)* ***Annexure -8(a)**	A) Academic Record (30%)* B) Library Services and Library Management Activities (30%)* C) Innovative Library Services and Integration of ICT in Library and related Publications and Research Score (28%)* D) Interview-Assessment of Domain Knowledge, Library Automation, Library Management Skills & General Knowledge (12%)* ***Annexure -8(b)**	A) Library Services and Library Management Activities (32%)* B) Innovative Library Services, related Publications and Research Score (30%)* C) Quality of library related Research Publications and Vision Plan (24%)* D) Interview-Assessment of Domain Knowledge, Library Management skills, Innovative Library Services Contributions and General Updates (12%)* ***Annexure -8(c)**

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ANNEXURE FOR COLUMN – 2 OF TABLE – 8

PARAMETERS FORASSESSING ACADEMIC RECORD, DOMAIN KNOWLEDGE, RESEARCH, LIBRARY AUTOMATION AND COMMUNICATION SKILLS FOR THE RECRUITMENT OF UNIVERSITY ASSISTANT LIBRARIAN (Academic Level-10)

Sl. No	Parameter	Max marks / Points
A .	**Entrance Test (50%)**	50
B.	**ACADEMIC SCORE (30%)**	30
a)	Ph.D. **(20)** / M.Phil.: **(07)** Ph.D.-20; M.Phil.- 60% &above - 07; 55% to <60% - 05	
b)	NET with JRF/NET/SLET/SET**(7):** NET with JRF -07; NET - 05; SLET/SET – 03	
c)	**Awards** (International/National Level) **(03)**: International / National level -03 (Awards by International Organizations / Govt. of India and by recognized National Level Bodies); State-Level Awards by State Govt.- 02	
C)	**LIBRARY RELATED RESEARCH PUBLICATIONS (10%)** Publications in innovative library services, library management and library related research shall only be considered: - 02 per document / paper, 05 per monograph	10
D)	**WORK EXPERIENCE IN LIBRARY SERVICES AND MANAGEMENT (10%)** -02 per Completed Year of Experience	10
I.	**Total Score for Short listing of Candidates for Interview** (A+B+C+D)	100
E)	**ASSESSMENT OF DOMAIN KNOWLEDGE, LIBRARY AUTOMATION, COMMUNICATION SKILLS AND GENERAL KNOWLEDGE (12%):** Domain knowledge in the subject, innovative library services including library automation, Communication skills and General Knowledge shall be assessed by the Selection Committee based on a Presentation and Oral Interview. - Domain Knowledge - 03 (Maximum) - Innovative Library Services Including Library Automation - 03 (Maximum) - Communication Skills - 03 (Maximum) - General Knowledge - 03 (Maximum) .	12
II.	**Grand Total Score for Selection of Candidates (I+E)**	112

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Annexure-8(b)

ANNEXURE FOR COLUMN – 3 OF TABLE – 8

PARAMETERS FOR ASSESSING ACADEMIC RECORD, LIBRARY SERVICES & MANAGEMENT ACTIVITIES, LIBRARY RELATED PUBLICATIONS & RESEARCH AND INNOVATIVE LIBRARY SERVICES INCLUDING INTEGRATION OF ICT IN LIBRARY FOR RECRUITMENT OF DEPUTY LIBRARIAN (Academic Level 13A)

A.	**ACADEMIC RECORD (30%):**	**30**
1. a)	Ph.D. and M.Phil. **(15)**: Ph.D.- 15; M.Phil.- 05:	
b)	NET with JRF / NET / SLET / SET **(5):** NET with JRF -05; NET - 03; SLET / SET – 02	
2.	**Awards/Post-Doctoral Studies/Research (10)** (may be achieved from (a) or (b) or (a)+(b)):	
	a) State level Awards (by State Govt.): 03 per award (International / National awards or fellowships are covered under research score)	
	b). D.Litt. / D.Sc. / LLD -10or Post-Doctoral Studies / Research (With evidence of Research Publications/Patents/Books/Monographs)	
	06 Months & above - 03 (atleast one paper)	
	01 Year& above - 05 (atleast two papers)	
	02Years& above - 10 (atleast three papers)	
B)	**LIBRARY SERVICES AND MANAGEMENT ACTIVITIES (30%)** (As detailed in Table 4 of Appendix II of UGC Regulations, 2018)	**20**
1.	**OVER ALL GRADING**: Good or Satisfactory Grade in teaching or students related/ research activities shall be based on the annual performance assessment reports of at least six of eight years of prescribed service.	
	Very Good: 20 (Good in Item 1 and good in any two other Items including Item 4)	
	Good: 16 (Good in Item 1 and satisfactory in any two other Items including Item 4 or (Satisfactory in Item 1 and good in any two other Items including Item 4)	
	Satisfactory: 12 (Satisfactory in Item 1and satisfactory in any two other Items including Item 4)	
2.	Experience in Library Services and Management 1.0 per Completed Year of Experience for whichAnnual Performance Assessment Report is available, subject to a maximum of **10.**	**10**
C	**INNOVATIVE LIBRARY SERVICES INCLUDING INTEGRATION OF ICT IN LIBRARY, RELATED PUBLICATIONS AND RESEARCH (28%):**	
1.	**Evidence of Innovative Library Services** including integration of ICT in Library **(10)** and the research score arising out of related publications as below:	**28**
2.	**Research Score (18):** one point per every five-research score (Research Score shall be calculated as per Table-2 of Appendix-II in the UGC Regulations, 2018 or as amended from time to time).	
I.	**Total Score for Short listing of Candidates for Interview**(A+B+C)	**88**
D.	**The Selection Committee shall Assess Domain Knowledge, Library Automation & Management Skills based on a Presentation and in the Oral Interview.**	**12**
	- Domain Knowledge - 03 (Maximum)	
	- Innovative Library Services Including Library Automation - 03 (Maximum)	
	- Communication& Management Skills - 03 (Maximum)	
	- General Knowledge - 03 (Maximum)	
II.	**Grand Total Score for Selection of Candidates (I+D)**	**100**

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ANNEXURE FOR COLUMN – 4 OF TABLE – 8

PARAMETERSFOR ASSESSING LIBRARY MANAGEMENT ACTIVITIES, RESEARCH, INNOVATIVE LIBRARY SERVICES INCLUDING INTEGRATION OF ICT IN LIBRARY AND ORGANISATIONAL VISION PLAN FOR RECRUITMENT OF UNIVERSITY LIBRARIAN (Academic Level-14)

Sl. No.	Parameter	Max marks / Points
A)	LIBRARY SERVICES AND LIBRARY MANAGEMENT ACTIVITIES (as detailed in Table 4 of Appendix II of UGC Regulations, 2018 **(32%)**	**20**
1.	**OVERALL GRADING:** Good or Satisfactory Grade in teaching or students related/ research activities shall be based on the annual performance assessment reports of at least eight of ten years of prescribed service. **Very Good: 20** (Good in Items 1 & good in any two other Items including Item 4) **Good: 16** (Good in Item 1 & satisfactory in any two other Items including Item 4 Satisfactory in Item 1 and good in any two other Items including Item 4) **Satisfactory: 12** (Satisfactory in Item 1and satisfactory in any two other Items including Item 4)	**12**
2.	Professional Experience:2.Work Experience in Library Services and Management, 1.0 per Completed Year of Experience for which Annual Performance Assessment Report is available, subject to a maximum of **12**.	
B)	LIBRARY RELATED PUBLICATIONS AND RESEARCH (**20%**):	**20**
	Research Score (20): One point per every five-research score (Research Score shall be calculated as per Table-2 of Appendix-II in the UGC Regulations, 2018).	
C)	**QUALITY OF INNOVATIVE LIBRARY SERVICES, RELATED CONTRIBUTIONS /PUBLICATIONS AND LIBRARY VISION PLAN (24%)**	**36**
1.	**Assessment of Quality of Innovative Library Services** - The evidence of innovative library services and related contributions, including integration of ICT in Library etc.provided by the candidate shall be assessed by three eminent subject experts in the BOA before holding the Interview**(16%)**	
2.	**Assessment of Quality Publications** -Five Best Research papers / books / patents chosen by the candidate shall be assessed by three eminent subject experts in the BOA before holding Interview**(10)**	
3.	**Review of Library Vision Plan** by three eminent subject experts in the BOA **(10)**	
I.	**Total Score for Short listing of Candidates for Interview** (A+B+C)	**88**
D)	**DOMAIN KNOWLEDGE, INNOVATIVE LIBRARY SERVICES, LIBRARY RELATED CONTRIBUTIONS AND GENERAL UPDATES (12%):**	**12**
	Domain Knowledge, Innovative Library Services including Integration of ICT in Library, Library Related Contributions and General updates shall be assessed by the Selection Committee based on a Presentation on the capacity to use the latest technology in Library Management and in the Oral Interview: - Domain Knowledge - 03 (Maximum) - Library Management Skills - 03 (Maximum) - Innovative Library Services - 03 (Maximum) - General updates - 03 (Maximum)	
II)	**Grand Total Score for Selection of Candidates (I+D)**	**100**

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TABLE –9

MINIMUM REQUIREMENTS AND OTHER NORMS FOR DIRECT RECRUITMENT OF PHYSICAL EDUCATION AND SPORTS PERSONNEL IN THE UNIVERSITY AND WEIGHTAGES IN SELECTION COMMITTEES (To be Considered along with Other Specified Eligibility Qualifications Stipulated in the UGC Regulations, 2018)

Minimum Norms / Criteria	Assistant Director of Physical Education and Sports (Academic Level-10)	Deputy Director of Physical Education and Sports(Academic Level-13A)	Director of Physical Education and Sports(Academic Level-14)
1	2	3	4
Minimum Qualifications Requirements	Minimum Qualifications as stipulated in the UGC Regulations, 2018	Minimum Qualifications as stipulated in the UGC Regulations, 2018	Minimum Qualifications as stipulated in the UGC Regulations, 2018
Selection Committee Criteria / Weightages (Total Weightage = 100 or as specified)	A) Entrance Test (50%)* B) Academic Score and Track Record of representing University / College at competitions / Championship (30%)* C)Professional / Field Experience (10%)* D) Physical Education and Sports related Research Publications (10%)* E) Field Performance in Games & Athletics kills (20%) F) Interview -Assessment of Domain Knowledge, Games & Athletic skills and General Knowledge (12%) * ***Annexure-9(a)**	**A)**Academic Record and Track Record of representing University/ College at competitions/ Championship (30%)* B) Physical Education and Sports Activities (30%)* **A)** Competitions organized, Coaching Camps conducted And Good Performance Teams /Athletes produced for Competitions and Sports related Publications and Research Score (28%)* **B)** Interview- Assessment of Domain knowledge, Games & Athletic skills, Organization Skills and General Knowledge(12%) * ***Annexure-9(b)**	A) Physical Education and Sports Activities (32%)* B) Competitions organized, Coaching Camps conducted, And Good Performance Teams / Athletes produced for Competitions and Sports related Publications and Research Score (36%)* C) Quality of Sports Related publications/ Contributions and O organizational Track Vision Plan (20%)* D)Interview- Assessment of Domain Knowledge, Games & Athletic skills, Organization Skills and General updates (12%) * ***Annexure-9(c)**

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Annexure -9(a)

ANNEXURE FOR COLUMN – 2 OF TABLE – 9

PARAMETERS FOR ASSESSING ACADEMIC AND TRACK RECORD OF SPORTS AND ATHLETIC SKILLS AND CHAMPIONSHIP WON, FOR THE RECRUITMENT OF ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (EntryLevel-10)

Sl.No.	Parameter	Max Points
A.	**Entrance Test (50%) ***	50
B.	**Academic Score, Track Record of representing University / College at Competitions / Championship (30%) (The prescribed points may be achieved from 1 or 2 or 1+2)**	30
1.	**ACADEMIC SCORE (30%)**	
a)	Ph.D./M.Phil. **(20)**: Ph.D.- 20; M.Phil.- 07: 60% & above; M.Phil.- 05: 55% to <60%	
b)	NET with JRF / NET / SLET /SET**(7):** NET with JRF -07; NET - 05; SLET/SET - 03	
c)	**Awards** (International/National Level) **(03)**: International/National level - 03 (Awards by International organizations / Govt. of India and by recognized National Level Bodies); State-Level Awards by State Govt.- 02	
2.	**TRACK RECORD (30%)**	
i)	**Criteria for awarding Marks:**Performance in International competition recognized by Indian Olympic Association a) First Place - **30**; b) Second Place - **25**; c)Third Place - **20**; d) Participation -**15**	
ii)	**National Level Participation** (Representing combined Universities team in the events organized by the recognized sports bodies of the country) a) First Place- **25**; b) Second Place -**20**; c)Third Place - **15**; d) Participation -**10**	
iii)	**Representing State/University in All India Inter University**: a) First Place- **20**; b) Second Place -**15**; c)Third Place - **10**; d) Participation -**07**	
iv)	**Inter University Zonal Championships / State Championships** a) First Place- **15**; b) Second Place -**10**; c)Third Place - **07**; d) Participation -**05**	
	University Inter – Collegiate Tournaments: a)First Place- **10**; b) Second Place -**07**; c)Third Place - **05**; d) Participation – **03**	
C.	**PROFESSIONAL / FIELD EXPERIENCE (10%)** (02 per completed year of full-time experience in Physical Education and Sports)	10
D.	**SPORTS RELATED PUBLICATIONS AND RESEARCH (10%):** Its hall be assessed based on sports related publication and research: - 02 per document / paper / - 0 5 permonograph	10
I.	**Total Score for Short listing of Candidates for Interview** (A+B+C+D)	100
E.	**GAMES AND ATHLETICS KILLS - Field Performance (20%):** The Selection committee shall assess Field Performance in Games, Track and Field events a) Skill performance in any two games recognized by AIU - 10 b) Skill performance in One Track and One Field Events -10	20
F.	**INTERVIEW PERFORMANCE**: The Selection Committee shall assess the Domain knowledge, Field Performance Sports and Athletics Skills Performance and General knowledge of the candidate in the Oral Interview. - Domain Knowledge - 03 marks (Maximum) - Games and Athletic Skills - 06 marks (Maximum) - General knowledge - 03 marks (Maximum)	12
II.	**Grand Total Score for Selection of Candidates (I+E+F)**	132

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Shivamogga Dist. Karnataka, India.

Vice-Chancellor
Kuvempu University
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Annexure 9(b)

ANNEXURE FOR COLUMN – 3 OF TABLE – 9

Parameters for Assessing Record of Championship Won, Physical Education and Sports Activities, Organizational Skills, and Good Performance Teams / Athletes Produced for Recruitment of Deputy Director of Physical Education and Sports in the University (Academic Level-13A)

Sl.No	Parameter	Max points
A.	**Academic Score and Track Record of representing University / College at Competitions / Championship (30%) (may be achieved from 1 or 2 or1+2)**	
1.	**ACADEMIC SCORE (30%)**	**30**
a)	Ph.D./ M.Phil. **(20)**: Ph.D.- 20; M.Phil.- 07: 60% & above; M.Phil.- 05: 55% to <60%	
b)		
c)	NET with JRF / NET / SLET / SET **(7):** NET with JRF -07; NET - 05; SLET/SET – 03	
2.	**Awards** (International / National Level) **(03)**:	
i)	International / National level - 03 (Awards by International Organizations / Govt. of India & by recognized National Level Bodies); State-Level Awards by State Govt.- 02	
ii)	**TRACK RECORD (30%)**	
	Criteria for awarding Marks: Performance in International competition recognized by Indian Olympic Association	
iii)	a)First Place - **30**; b) Second Place - **25**; c)Third Place - **20**; d) Participation -**15**	
iv)	**National Level Participation** (Representing combined Universities team in the events)	
v)	a)First Place - **25**; b) Second Place - **20**; c)Third Place - **15**; d) Participation -**10**	
	Representing State / University in All India Inter University:	
	a)First Place - **20**; b) Second Place - **15**; c)Third Place - **10**; d) Participation - **07**	
	Inter University Zonal Championships / State Championships	
	a) First Place - **15**; b) Second Place - **10**; c)Third Place - **07**; d) Participation - **05**	
	University Inter-Collegiate Tournaments:	
	a)First Place - **10**; b) Second Place - **07**; c)Third Place - **05**; d) Participation - **03**	
B.	**PHYSICAL EDUCATION AND SPORTS ACTIVITIES (30%):** (As detailed in Table 5 of Appendix II of UGC Regulations 2018 or as amended by UGC)	
1.	**OVERALL GRADING:** Good or Satisfactory grade in teaching or students related / research activities based on annual performance assessment reports of six of eight years of prescribed service	**20**
	Very Good: 20 (Good in Item 1 and good in any two other Items).	
	Good: 16 (Good in Item 1 and satisfactory in any two other Items and vice versa).	
	Satisfactory: 12 (Satisfactory in Item 1and satisfactory in any two other Items)	
2.	**Professional / Field Experience:** - 1.0 per Completed year of Experience for which Annual Performance Assessment Report is available, subject to a maximum of subject to a maximum of 10	**10**

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C.	**Organization of Competitions, Conduct of Coaching Camps, Good Performance Teams / Athletes Produced and Research Score (28%):**	
1.	**COMPETITIONS ORGANIZED AND COACHING CAMPS CONDUCTED (15):** per Competition organized or per Coaching Camp conducted of at least two weeks duration*	28
2.	**GOOD PERFORMANCE TEAMS /ATHLETES PRODUCED (10):** Per team produced/ Per Athlete produced* *(National level-10, State level-7, Inter-University level-5, Inter-Collegiate level -3).	
3.	**RESEARCH SCORE (10):** One point per every five-research score (Research score shall be calculated as per Table-2 of Appendix-II in the UGC Regulations, 2018)	
I.	**Total Score for Short listing of Candidates for Interview** (A+B+C)	**88**
D.	**INTERVIEW PERFORMANCE (12%):** The Selection Committee shall assess Domain Knowledge, Sports, Athletics & Organizing Skills, and General Knowledge in the Oral Interview. - Domain knowledge - 03 marks (Maximum) - Games and Athletic Skills - 03 marks (Maximum) - Organizing Skills - 03 marks (Maximum) - General Knowledge - 03 marks (Maximum)	**12**
II.	**Grand Total Score for Selection of Candidates (I+D)**	**100**

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ANNEXURE FOR COLUMN – 4 OF TABLE – 9

Parameters for Assessing Physical Education and Sports Activities, Organizing Skills, Good Performance Teams / Athletes Produced and Track Vision Plan for Recruitment of Director of Physical Education and Sports in the University (Academic Level-14)

Sl. No	Parameter	Max marks /
A.	**PHYSICAL EDUCATION AND SPORTS ACTIVITIES (32%)** (As detailed in Table 5 of Appendix II of UGC Regulations 2018 or as amended by UGC):	
1.	**OVERALL GRADING:** Good or Satisfactory Grade in teaching or students related / research activities shall be based on the annual performance assessment reports of at least eight of ten years of prescribed service. **Very Good: 20** (Good in Item 1 and good in any two other Items). **Good: 16** (Good in Item 1 and satisfactory in any two other Items and vice versa). **Satisfactory: 12** (Satisfactory in Item 1and satisfactory in any two other Items)	20 12
2.	**Professional /Field Experience:** -1.0 per Completed year of Experience for which Annual Performance Assessment Report is available, subject to a maximum of 12	
B.	**Organization of Competitions, Conduct of Coaching Camps, Good Performance Teams / Athletes Produced and Research Score (36%) (may be achieved from all the three or any two of them):**	36
1.	**COMPETITIONS ORGANIZED AND COACHING CAMPS CONDUCTED (18):** per Competition organized or per Coaching Camp conducted of at least two weeks duration (National level-10, State level-7, Inter-University level-5, Inter-Collegiate -3).	
2.	**GOOD PERFORMANCE TEAMS /ATHLETES PRODUCED (18):** Per team produced/ Per Athlete produced - (National level-10, State level-7, Inter-University level-5, Inter-Collegiate level -3).	
3.	**RESEARCH SCORE (18):** One point per every five-research score (Research score shall be calculated as per Table-2 of Appendix-II in the UGC Regulations, 2018)	
C	**QUALITY OF SPORTS RELATED PUBLICATIONS/ CONTRI-BUTIONS AND ORGANISATIONALTRACKVISION PLAN (20%):** Quality of sports related publications and Organizational Track Vision Plan may be assessed by three eminent subject experts in the BOA before holding interview Quality of publications/ contributions - 10marks (Maximum) Organizational Track Vision Plan - 10 marks (Maximum)	20
I.	**Total Score for Short listing of Candidates for Interview**(A+B+C)	88
D	**INTERVIEW PERFORMANCE (12%):** The Selection Committee shall assess the Domain Knowledge, Sports, Athletics, Organizing Skills and General updates of the Candidate, in the Oral Interview. - Domain knowledge - 04 marks (Maximum) - Games, Athletic and Organizing Skills - 04marks (Maximum) - General Updates - 04 marks (Maximum)	12
II.	**Grand Total Score for Selection of Candidates (I+D)**	100

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ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ

ಸಿಂಡಿಕೇಟ್ ಸಾಮಾನ್ಯ ಸಭೆಯ ನಡಾವಳಿಗಳು

ಸಭಾ ದಿನಾಂಕ : 30-07-2022

ಪ್ರಾಧಿಕಾರಗಳ ವಿಭಾಗ

ಜ್ಞಾನಸಹ್ಯಾದ್ರಿ, ಶಂಕರಘಟ್ಟ – 577 451

ಶಿವಮೊಗ್ಗ ಜಿಲ್ಲೆ.

2022–ಸಿಂ–7.22: ಸರ್ಕಾರದಿಂದ ಬಂದ ಪತ್ರಗಳು/ ರಹಸ್ಯ ವರದಿಗಳ ಮಂಡನೆ THE STATUTES RELATING TO APPOINTMENT AND PROMOTION OF TEACHERS OTHER ACADEMIC STAFF AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION IN THE KUVEMPU UNIVERSITY, AS PER THE UGC REGULATIONS 2018.

ನಿರ್ಣಯ : THE STATUTES RELATING TO APPOINTMENT AND PROMOTION OF TEACHERS OTHER ACADEMIC STAFF AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION IN THE KUVEMPU UNIVERSITY, AS PER THE UGC REGULATIONS 2018. ಈ ಪರಿನಿಯಮದಲ್ಲಿ ಕೆಲವೊಂದು ಮಾರ್ಪಾಡುಗಳನ್ನು ಮಾಡಲು ಅನುಮತಿಸಿ ಪರಿನಿಯಮವನ್ನು ಸಭೆಯು ಅನುಮೋದಿಸಿತು.

ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ

ವಿದ್ಯಾವಿಷಯಕ ಪರಿಷತ್‌ನ ಆನ್‌ಲೈನ್ ವಿಶೇಷ ಸಭೆಯ ನಡಾವಳಿಗಳು

ಸಭಾ ದಿನಾಂಕ : 19-09-2022

ಪ್ರಾಧಿಕಾರಗಳ ವಿಭಾಗ

ಜ್ಞಾನ ಸಹ್ಯಾದ್ರಿ, ಶಂಕರಘಟ್ಟ – 577 451

ಶಿವಮೊಗ್ಗ ಜಿಲ್ಲೆ.

2 ():ಎಸಿ–2(1):2022 : The Statutes Relating to Appointment and Promotion of Teachers and Other Academic Staff and Measures for the Maintenance of Standards in higher Education in the Kuvempu University as per the UGC Regulations 2018

ಚರ್ಚೆ : ಪ್ರಾರಂಭದಲ್ಲಿ ಆನ್‌ಲೈನ್ ಮೂಲಕ ಸಭೆಗೆ ಆಗಮಿಸಿದ ಎಲ್ಲಾ ಸದಸ್ಯರುಗಳಿಗೆ ಮಾನ್ಯ ಕುಲಸಚಿವರು ಸ್ವಾಗತ ಕೋರಿದರು. ನಂತರ ಸಭೆಯ ಅಧ್ಯಕ್ಷತೆಯನ್ನು ವಹಿಸಿದ್ದ ಮಾನ್ಯ ಕುಲಪತಿಗಳು ಕರ್ನಾಟಕ ರಾಜ್ಯ ಉನ್ನತ ಶಿಕ್ಷಣ ಪರಿಷತ್, ಬೆಂಗಳೂರು ಇವರು ರಾಜ್ಯದ ಎಲ್ಲಾ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ಅಧ್ಯಾಪಕರ ನೇಮಕಾತಿ ಮತ್ತು ವೃತ್ತಿ ಪದೋನ್ನತಿ ಸಂಬಂಧ ಏಕರೂಪದ ಕರಡು ನಿಯಮಾವಳಿಯನ್ನು ಸಿದ್ಧಪಡಿಸಿದ್ದು, ಸಂಬಂಧಿಸಿದ ಪರಿನಿಯಮವನ್ನು ದಿನಾಂಕ:30–07–2022 ರಂದು ಜರುಗಿದ ಸಿಂಡಿಕೇಟ್ ಸಭೆಯು ಅನುಮೋದಿಸಿದ್ದು, ಈದೀಗ ಪರಿನಿಯಮವನ್ನು ವಿದ್ಯಾವಿಷಯಕ ಪರಿಷತ್ ಅನುಮೋದನೆಗಾಗಿ ಮಂಡಿಸುವುದು ಬಹಳ ಅಗತ್ಯವಾಗಿದೆ ಎಂದು ತಿಳಿಸಿದರು. ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ ಸೇರಿದಂತೆ ಬಹುತೇಕ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳಲ್ಲಿ ಹಲವಾರು ವಿಷಯ ಹಾಗೂ ವಿಭಾಗದಲ್ಲಿ ಅಧ್ಯಾಪಕರ ಕೊರತೆ ಇದ್ದು ಈ ಪರಿನಿಯಮವು ಎಲ್ಲಾ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳಲ್ಲಿ ಅನುಮೋದನೆಗೊಂಡು ಜಾರಿಗೊಂಡಲ್ಲಿ ಅಧ್ಯಾಪಕರ ಕೊರತೆ ಎದುರಿಸುತ್ತಿರುವ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳಿಗೆ ಬಹಳ ಅನುಕೂಲವಾಗಲಿದೆ ಎಂದು ಸಭೆಗೆ ತಿಳಿಸಿದರು. ಆದ್ದರಿಂದ ವಿದ್ಯಾವಿಷಯಕ ಪರಿಷತ್ ಸದಸ್ಯರು ಈ ಪರಿನಿಯಮಕ್ಕೆ ಒಪ್ಪಿಗೆ ನೀಡಬೇಕೆಂದು ಸಭೆಯನ್ನು ಕೋರಿದರು.

ನಂತರ ಮಾತನಾಡಿದ ಮಾನ್ಯ ಕುಲಸಚಿವರಾದ ಶ್ರೀಮತಿ ಅನುರಾಧ ಜಿ. ಅವರು ಈ ಪರಿನಿಯಮವನ್ನು ಉನ್ನತ ಶಿಕ್ಷಣ ಪರಿಷತ್ ತಜ್ಞರ ಸಮಿತಿಯಿಂದ ಸಿದ್ಧಪಡಿಸಿ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳ ಅನುಮೋದನೆಗಾಗಿ ಉನ್ನತ ಶಿಕ್ಷಣ ಇಲಾಖೆಯವರು ಕಳುಹಿಸಿಕೊಟ್ಟಿರುತ್ತಾರೆ. ಯು.ಜಿ.ಸಿ. ನಿಯಮಾವಳಿ 2018ರ ಅನ್ವಯ ಈ ಪರಿನಿಯಮವನ್ನು ರಚಿಸಲಾಗಿದ್ದು, ಪರಿನಿಯಮದ ಟೇಬಲ್ 6(B) ಪ್ರಕಾರ ಸಹಾಯಕ ಪ್ರಾಧ್ಯಾಪಕರ ಹುದ್ದೆಗೆ ಅಭ್ಯರ್ಥಿಗಳನ್ನು ಆಯ್ಕೆ ಮಾಡಲು ಕರ್ನಾಟಕ ಪರೀಕ್ಷಾ ಪ್ರಾಧಿಕಾರದಿಂದ 50 ಅಂಕಗಳಿಗೆ ಪ್ರವೇಶ ಪರೀಕ್ಷೆಯನ್ನು ನಡೆಸಲು ಹಾಗೂ ಉಳಿದ ಅಂಶಗಳಿಗೆ ಸಂಬಂಧಿಸಿದ ಅಂಕಗಳನ್ನು ಒಳಗೊಂಡಂತೆ ಒಟ್ಟು 112 ಅಂಕಗಳನ್ನು ಈ ನೇಮಕಾತಿ ಪ್ರಕ್ರಿಯೆಯಲ್ಲಿ ನಿಗಧಿಪಡಿಸಲಾಗಿದೆ ಎಂದು ಸಭೆಗೆ ತಿಳಿಸಿದರು. ಈ ಪರಿನಿಯಮವನ್ನು ದಿನಾಂಕ:30–07–2022 ರಂದು ನಡೆದ ಸಿಂಡಿಕೇಟ್ ಸಭೆಯು ಅನುಮೋದಿಸಿದ್ದು, ಉನ್ನತ ಶಿಕ್ಷಣ ಇಲಾಖೆಯವರ ಸೂಚನೆಯಂತೆ ತುರ್ತಾಗಿ ಪರಿನಿಯಮವನ್ನು ಅನುಮೋದಿಸಬೇಕಾಗಿರುವ ಹಿನ್ನೆಲೆಯಲ್ಲಿ ಆನ್‌ಲೈನ್ ಮೂಲಕ ವಿದ್ಯಾವಿಷಯಕ ಪರಿಷತ್ ಸಭೆಯನ್ನು ಏರ್ಪಡಿಸಿದ್ದು, ವಿದ್ಯಾವಿಷಯಕ ಪರಿಷತ್ ಸಭೆಯ ಅನುಮೋದನೆ ಜೊತೆಗೆ ಹಣಕಾಸು ಸಮಿತಿ ಸಭೆಯ ಅನುಮೋದನೆಗಾಗಿ ಮಂಡಿಸಲಾಗುವುದೆಂದು ಸಭೆಗೆ ತಿಳಿಸಿದರು. ಆದ್ದರಿಂದ ಈ ಪರಿನಿಯಮಕ್ಕೆ ಸಭೆ ತನ್ನ ಅನುಮೋದನೆ ನೀಡಬೇಕೆಂದು ಕೋರಿದರು. ಜೊತೆಗೆ ಸಭೆಯಲ್ಲಿ ಭಾಗವಹಿಸಿದ್ದ ಹಿರಿಯ ಪ್ರಾಧ್ಯಾಪಕರು ಹಾಗೂ ವಿಜ್ಞಾನ ನಿಕಾಯದ ಡೀನರಾದ ಪ್ರೊ. ರಿಯಾಜ್ ಮಹಮೂದ್‌ರವರು ಸಭೆಗೆ ಪರಿನಿಯಮ ಕುರಿತು ಸಂಕ್ಷಿಪ್ತವಾಗಿ ವಿವರಿಸಬೇಕೆಂದು ಕೋರಿದರು.

ನಂತರ ಮಾತನಾಡಿದ ಪ್ರೊ. ರಿಯಾಜ್ ಮಹಮೂದ್‌ರವರು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಉನ್ನತ ಶಿಕ್ಷಣ ಪರಿಷತ್ ತಜ್ಞರ ಸಮಿತಿ ರಚಿಸಿರುವ Statutes for Recruitment and Promotion of Teachers and others ಅನ್ನು ಪರಿಶೀಲಿಸಲಾಗಿದ್ದು, ಉನ್ನತ ಶಿಕ್ಷಣ ಇಲಾಖೆಯಿಂದ ಕರಡು ಪರಿನಿಯಮ ಅನುಮೋದನೆಗಾಗಿ ಕಳುಹಿಸಿರುವುದರಿಂದ ಯಥಾವತ್ತಾಗಿ ಪರಿನಿಯಮವನ್ನು ಅನುಮೋದಿಸುವುದು ಸೂಕ್ತವಾಗಿರುತ್ತದೆಂದು ಸಭೆಗೆ ವಿವರಿಸಿದರು.

ನಂತರ ಆನ್‌ಲೈನ್ ಮೂಲಕ ಸಭೆಯಲ್ಲಿ ಪಾಲ್ಗೊಂಡ ಶ್ರೀ ರವಿಕಿರಣ್, ಶ್ರೀ [illegible]ಯ್ ಕುಮಾರ್ ಶೆಟ್ಟಿ ಪ್ರೊ. ಪದ್ಮಮ್ಮ, ಶ್ರೀಮತಿ ಗೀತಾಂಜಲಿ ಇವರುಗಳು ಮಾತನಾಡಿ ಸರ್ಕಾರದಿಂದ ಸಿದ್ಧಪಡಿಸಿರುವ ಸದರಿ ಪರಿನಿಯಮವನ್ನು ಅನುಮೋದಿಸಬಹುದೆಂದು ಅಭಿಪ್ರಾಯ ವ್ಯಕ್ತ ಪಡಿಸಿದರು. ಜೊತೆಗೆ ತುರ್ತು ಅನುಮೋದನೆ ಅಗತ್ಯದ ಹಿನ್ನೆಲೆಯಲ್ಲಿ ಆನ್‌ಲೈನ್ ಮೂಲಕ ಸಭೆಯನ್ನು ಏರ್ಪಾಡು ಮಾಡಿದ್ದಕ್ಕಾಗಿ ಮಾನ್ಯ ಕುಲಸಚಿವರನ್ನು ಬಹುತೇಕ ಸದಸ್ಯರು ಅಭಿನಂದಿಸಿದರು.

ನಿರ್ಣಯ : The Statutes Relating to Appointment and Promotion of Teachers and Other Academic Staff and Measures for the Maintenance of Standards in higher Education in the Kuvempu University as per the UGC Regulations 2018 ಈ ಪರಿನಿಯಮವನ್ನು ಯಥಾವತ್ತಾಗಿ ಅನುಮೋದಿಸಲಾಯಿತು.

ಅಂತಿಮವಾಗಿ ಆನ್‌ಲೈನ್ ಮೂಲಕ ಹಾಗೂ ಸಭೆಯಲ್ಲಿ ಭಾಗವಹಿಸಿದ ಎಲ್ಲಾ ಸದಸ್ಯರುಗಳಿಗೆ, ಮಾನ್ಯ ಕುಲಸಚಿವರು ಧನ್ಯವಾದಗಳನ್ನು ತಿಳಿಸಿದರು ನಂತರ ಸಭೆಯನ್ನು ಮುಕ್ತಾಯಗೊಳಿಸಲಾಯಿತು.

ಸಹಿ/-
ಕುಲಪತಿಗಳು

ಕುಲಸಚಿವರು
ಕುಲಸಚಿವರು
ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ
ಜ್ಞಾನಸಹ್ಯಾದ್ರಿ
ಶಂಕರಘಟ್ಟ-577 451
ಶಿವಮೊಗ್ಗ ಜಿಲ್ಲೆ.

ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ

2022–23ನೇ ವಿಶೇಷ ಹಣಕಾಸು ಸಮಿತಿ ಸಭೆಯ ನಡಾವಳಿಗಳು

ಸಭಾ ದಿನಾಂಕ:28–09–2022

ಹಣಕಾಸು ವಿಭಾಗ

ಜ್ಞಾನಸಹ್ಯಾದ್ರಿ, ಶತಮಾನೋತ್ಸವ ಭವನ, ಶಂಕರಘಟ್ಟ – 577 451, ಶಿವಮೊಗ್ಗ ಜಿಲ್ಲೆ

ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ

ದಿನಾಂಕ:28-09-2022ರಂದು ಬುಧವಾರ ಅಪರಾಹ್ನ 12-30 ಘಂಟೆಗೆ ವಿಶ್ವವಿದ್ಯಾಲಯದ ನೂತನ ಸಿಂಡಿಕೇಟ್ ಸಭಾಂಗಣದಲ್ಲಿ ಆನ್ -ಲೈನ್ ಮೂಲಕ ನಡೆದ 2022-23ರ ಹಣಕಾಸು ವರ್ಷದ ವಿಶೇಷ ಹಣಕಾಸು ಸಮಿತಿ ಸಭೆಯ ನಡಾವಳಿಗಳು.

ಹಾಜರಾದ ಸದಸ್ಯರು:		ಪದನಾಮ
01.	ಪ್ರೊ. ಬಿ.ಪಿ. ವೀರಭದ್ರಪ್ಪ ಮಾನ್ಯ ಕುಲಪತಿಗಳು	ಅಧ್ಯಕ್ಷರು
02.	ಶ್ರೀಮತಿ ಉಮಾ. ಕೆ ಉಪ ಕಾರ್ಯದರ್ಶಿಗಳು ಆರ್ಥಿಕ ಇಲಾಖೆ, ಕರ್ನಾಟಕ ಸರ್ಕಾರ, ವಿಧಾನಸೌಧ, ಬೆಂಗಳೂರು	ಸದಸ್ಯರು
03.	ಶ್ರೀ ಎಂ.ಜಿ. ವೆಂಕಟೇಶಯ್ಯ ಉಪಕಾರ್ಯದರ್ಶಿಗಳು (ಉನ್ನತ ಶಿಕ್ಷಣ) ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸಚಿವಾಲಯ ಬೆಂಗಳೂರು.	ಸದಸ್ಯರು
04.	ಶ್ರೀ ಗುರುರಾಜ್ ರಾವ್ ಹಿರಿಯ ನಿರ್ದೇಶಕರು ಹಾಗೂ ಪದನಿಮಿತ್ತ ಜಂಟಿ ಕಾರ್ಯದರ್ಶಿ ಯೋಜನಾ ಇಲಾಖೆ ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸಚಿವಾಲಯ ಬೆಂಗಳೂರು.	ಸದಸ್ಯರು
05.	ಶ್ರೀ ಜಿ. ಧರ್ಮಪ್ರಸಾದ್ ಸಿಂಡಿಕೇಟ್ ಸದಸ್ಯರು	ಸದಸ್ಯರು
06.	ಶ್ರೀ ಕುಮಾರೇಗೌಡ ವಿದ್ಯಾವಿಷಯಕ ಪರಿಷತ್ತಿನ ಸದಸ್ಯರು	ಸದಸ್ಯರು
07.	ಶ್ರೀಮತಿ ಅನುರಾಧ. ಜಿ. ಕ.ಎ.ಎಸ್. (ಹಿರಿಯ ಶ್ರೇಣಿ) ಕುಲಸಚಿವರು	ಸದಸ್ಯರು.
08.	ಪ್ರೊ. ಎಸ್.ಕೆ. ನವೀನ್‌ಕುಮಾರ್ ಕುಲಸಚಿವರು (ಮೌಲ್ಯಮಾಪನ)	ಸದಸ್ಯರು
09.	ಶ್ರೀ ಎಸ್. ರಾಮಕೃಷ್ಣ, ಕ.ಎಸ್.ಎ.ಎಸ್. ಹಣಕಾಸು ಅಧಿಕಾರಿ	ಸದಸ್ಯ ಕಾರ್ಯದರ್ಶಿಗಳು

ಪ್ರಸ್ತಾವನೆ:

ಪ್ರಾರಂಭದಲ್ಲಿ, ಹಣಕಾಸು ಅಧಿಕಾರಿಗಳು, ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯದ 2022-23ನೇ ಹಣಕಾಸು ವರ್ಷದ ವಿಶೇಷ ಹಣಕಾಸು ಸಮಿತಿ ಸಭೆಗೆ ಆನ್‌ಲೈನ್ ಮೂಲಕ ಮಾನ್ಯ ಕುಲಪತಿಗಳಿಗೆ ಮತ್ತು ಇತರೆ ಸದಸ್ಯರುಗಳಿಗೆ ಹೃತ್ಪೂರ್ವಕವಾಗಿ ಸ್ವಾಗತಿಸಿದರು. ನಂತರ ಸಭೆಯ ಅಧ್ಯಕ್ಷರ ಅನುಮತಿಯನ್ನು ಪಡೆದು ಸಭಾ ಕಾರ್ಯಸೂಚಿಯಂತೆ ಕಾರ್ಯಕಲಾಪಗಳನ್ನು ಕೈಗೆತ್ತಿಕೊಳ್ಳಲಾಯಿತು.

2022-ವಿಹಸ:01:	The Statutes Relating to Appointment and Promotion of Teachers and Other Academic Staff and Measures for the Maintenance of Standards in Higher Education in the Kuvempu University, As per the UGC Regulations-2018.
ಚರ್ಚೆ	ಮಾನ್ಯ ಕುಲಸಚಿವರು ಅಡಕಿತೆ ಇವರು ಉನ್ನತ ಶಿಕ್ಷಣ ಇಲಾಖೆಯ ವ್ಯಾಪ್ತಿಗೊಳಪಡುವ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳಲ್ಲಿನ ಬೋಧಕ ಹುದ್ದೆಗಳನ್ನು ಭರ್ತಿ ಮಾಡಿಕೊಳ್ಳುವ ಸಂಬಂಧದ The Statutes Relating to Appointment and Promotion of Teachers and Other Academic Staff and Measures for the Maintenance of Standards in Higher Education in the Kuvempu University, As per the UGC Regulations-2018. ಪರಿನಿಯಮಾವಳಿಗಳನ್ನು ಅನುಮೋದನೆಗಾಗಿ ಮಾನ್ಯ ಕುಲಸಚಿವರು ಸಭೆಗೆ ಮಂಡಿಸಿದರು. ಮಾನ್ಯ ಕುಲಸಚಿವರು ಮಾತಾನಾಡುತ್ತಾ, ಸದರಿ ಪರಿನಿಯಮವನ್ನು ಉನ್ನತ ಶಿಕ್ಷಣ ಪರಿಷತ್ ತಜ್ಞರ ಸಮಿತಿಯಿಂದ ಸಿದ್ಧಪಡಿಸಿ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳ ಅನುಮೋದನೆಗಾಗಿ ಉನ್ನತ ಶಿಕ್ಷಣ ಇಲಾಖೆಯವರು ಕಳುಹಿಸಿಕೊಟ್ಟಿರುತ್ತಾರೆ. ಯು. ಜಿ. ಸಿ. ನಿಯಮಾವಳಿ 2018ರನ್ವಯ ಈ ನಿಯಮವನ್ನು ರಚಿಸಲಾಗಿದ್ದು, ಪರಿನಿಯಮದ ಟೇಬಲ್ 6(ಬಿ) ಪ್ರಕಾರ ಸಹಾಯಕ ಪ್ರಾಧ್ಯಾಪಕರ ಹುದ್ದೆಗೆ ಅಭ್ಯರ್ಥಿಗಳನ್ನು ಆಯ್ಕೆ ಮಾಡಲು ಕರ್ನಾಟಕ ಪರೀಕ್ಷಾ ಪ್ರಾಧಿಕಾರದಿಂದ 50 ಅಂಕಗಳಿಗೆ ಪ್ರವೇಶ ಪರೀಕ್ಷೆಯನ್ನು ನಡೆಸಲು ಹಾಗೂ ಉಳಿದ ಅಂಶಗಳಿಗೆ ಸಂಬಂಧಿಸಿದ ಅಂಕಗಳನ್ನು ಒಳಗೊಂಡಂತೆ ಒಟ್ಟು 112 ಅಂಕಗಳನ್ನು ಈ ನೇಮಕಾತಿ ಪ್ರಕ್ರಿಯೆಯಲ್ಲಿ ನಿಗಧಿಪಡಿಸಲಾಗಿದೆ ಎಂಬ ಅಂಶವನ್ನು ಸಭೆಗೆ

	ತಿಳಿಸಿದರು. ಈ ಪರಿನಿಯಮವು ಈಗಾಗಲೇ ಸಿಂಡಿಕೇವ್ ಮತ್ತು ವಿದ್ಯಾವಿಷಯಕ ಪರಿಷತ್ತಿನ ಸಭೆಯಲ್ಲಿ ಅನುಮೋದನೆಯಾಗಿರುತ್ತದೆ ಹಾಗೂ ಹಣಕಾಸು ಸಮಿತಿ ಸಭೆಯ ಅನುಮೋದನೆಯನ್ನು ನೀಡಲು ಕೋರಿದರು. ನಂತರ ಆನ್‌ಲೈನ್ ಮೂಲಕ ಸಭೆಯಲ್ಲಿ ಪಾಲ್ಗೊಂಡ ಶ್ರೀ ಧರ್ಮಪ್ರಸಾದ,ಜಿ, ಸಿಂಡಿಕೇವ್ ಸದಸ್ಯರು ಮತ್ತು ಶ್ರೀ, ಕುಮಾರೇಗೌಡ. ವಿದ್ಯಾವಿಷಯಕ ಪರಿಷತ್ತಿನ ಸದಸ್ಯರು ಇವರುಗಳು ಮಾತನಾಡಿ ಸರ್ಕಾರದಿಂದ ಸಿದ್ಧಪಡಿಸಿರುವ ಸದರಿ ಪರಿನಿಯಮವನ್ನು ಅನುಮೋದಿಸಬಹುದೆಂದು ಒಪ್ಪಿಗೆ ಸೂಚಿಸಿದರು.
ನಿರ್ಣಯ:	The Statutes Relating to Appointment and Promotion of Teachers and Other Academic Staff and Measures for the Maintenance of Standards in Higher Education in the Kuvempu University , As per the UGC Regulations-2018. ಈ ಪರಿನಿಯಮವನ್ನು ಸಭೆಯು ಸುಧೀರ್ಘವಾಗಿ ಚರ್ಚಿಸಿದ ನಂತರ ಯಥಾವತ್ತಾಗಿ ಅನುಮೋದಿಸಲಾಯಿತು.
2022--ವಿಹಸ:02	ಅಧ್ಯಕ್ಷರ ಅಪ್ಪಣೆ ಮೇರೆಗೆ ಇತರೆ ವಿಷಯಗಳು: ಇಲ್ಲಾ

ಅಂತಿಮವಾಗಿ, ಸಭೆಗೆ ಆಗಮಿಸಿ ತಮ್ಮ ಅತ್ಯಮೂಲ್ಯ ಸಲಹೆ/ ಸಹಕಾರಗಳನ್ನು ನೀಡಿದ ಅಧ್ಯಕ್ಷರು ಹಾಗೂ ಎಲ್ಲಾ ಸದಸ್ಯರುಗಳಿಗೆ ಹಣಕಾಸು ಅಧಿಕಾರಿಗಳು ವಂದಿಸಿದ ನಂತರ ಸಭೆಯು ಮುಕ್ತಾಯಗೊಂಡಿತು.

ಸಹಿ/-

(ಎಸ್. ರಾಮಕೃಷ್ಣ, ಕೆ.ಎಸ್.ಎಎಸ್.)
ಹಣಕಾಸು ಅಧಿಕಾರಿ ಹಾಗೂ ಸದಸ್ಯ ಕಾರ್ಯದರ್ಶಿಗಳು.

ಸಹಿ/-

(ಪ್ರೊ. ಜಿ.ಪಿ. ವೀರಭದ್ರಪ್ಪ)
ಕುಲಪತಿಗಳು ಹಾಗೂ ಅಧ್ಯಕ್ಷರು.