



ಕರ್ನಾಟಕ ಸರ್ಕಾರ

ಸಂಖ್ಯೆ: ಇಡಿ 01 ಯುಎಂಎಸ್ 2018

ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸಚಿವಾಲಯ.

ಬಹುಮಹಡಿ ಕಟ್ಟಡ.

ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 18.08.2018.

ಲಕ್ಷ್ಮಣ್! ರಾಜ್ಯ ಉಚಿತ ನೌಕರರ ನಿಯೋಜನಾ ಅಧಿನಿಯಮ
ಇಂದ: ಉಚಿತ ನೌಕರರ ನಿಯೋಜನಾ ಅಧಿನಿಯಮ

ಸರ್ಕಾರದ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ.

ಶಿಕ್ಷಣ ಇಲಾಖೆ (ಉನ್ನತ ಶಿಕ್ಷಣ).

ಬೆಂಗಳೂರು - 560 001.

ಇವರಿಗೆ:

ಕುಲಸಚಿವರು,

ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ.

ಮೈಸೂರು-570005.

ಮಾನ್ಯರೆ,

ಶಿಕ್ಷಣ ಇಲಾಖೆ
ಶಿಕ್ಷಣ ಇಲಾಖೆ
M-2001
25/8/18

ವಿಷಯ: Statute relating to Direct Recruitment and Career Advancement Scheme and Miscellaneous Provisions to Implement the UGC Pay Scales to Teachers, Librarian and Physical Education Directors of University of Mysore, Mysore.

ಉಲ್ಲೇಖ: ತಮ್ಮ ಕಚೇರಿ ಪತ್ರ ಸಂಖ್ಯೆ: ಇಟಿ/8/456/2011-12, ದಿನಾಂಕ; 10.01.2018

ಮೇಲ್ಕಂಡ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ, ಉಲ್ಲೇಖಿತ ಪತ್ರದ ಕಡೆಗೆ ಗಮನ ಸೆಳೆಯಲಾಗಿದೆ. ಉಲ್ಲೇಖಿತ ಪತ್ರದೊಂದಿಗೆ ಸಲ್ಲಿಸಿರುವ ನೇರ ನೇಮಕಾತಿ, ವೃತ್ತಿ ಪದೋನ್ನತಿ ಯೋಜನೆ ಮತ್ತು ಇತರ ಅವಕಾಶಗಳನ್ವಯ ಬೋಧಕರು, ಗ್ರಂಥಪಾಲಕರು ಹಾಗೂ ದೈಹಿಕ ಶಿಕ್ಷಣ ನಿರ್ದೇಶಕರುಗಳಿಗೆ ಯುಜಿಸಿ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಅನುಷ್ಠಾನಗೊಳಿಸುವ ಸಂಬಂಧ ಸಲ್ಲಿಸಿರುವ ಪರಿನಿಯಮಾವಳಿಗೆ ಕರ್ನಾಟಕ ರಾಜ್ಯ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳ ಅಧಿನಿಯಮ 2000ರ ಪ್ರಕರಣ 41(6)ರನ್ವಯ ಘನತೆವತ್ತ ರಾಜ್ಯಪಾಲರು ಮತ್ತು ಕುಲಾಧಿಪತಿಗಳು ಅನುಮೋದನೆ ನೀಡಿರುತ್ತಾರೆ. ಘನತೆವತ್ತ ರಾಜ್ಯಪಾಲರು ಮತ್ತು ಕುಲಾಧಿಪತಿಗಳು ಅನುಮೋದನೆ ನೀಡಿರುವ ಪರಿನಿಯಮಾವಳಿಯ ಮೂಲ ಪ್ರತಿಯನ್ನು ಇದರೊಂದಿಗೆ ಲಗತ್ತಿಸಿ, ಮುಂದಿನ ಅಗತ್ಯ ಕ್ರಮಕ್ಕಾಗಿ ತಮಗೆ ಕಳುಹಿಸಲು ನಿರ್ದೇಶಿಸಲಾಗಿದ್ದೇನೆ.

ತಮ್ಮ ನಂಬುಗೆಯ,

(ಎನ್.ವಿ.ರಬ್ಬಡ್ಡೆಚಾರಿ)

ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ.

ಉನ್ನತ ಶಿಕ್ಷಣ ಇಲಾಖೆ (ವಿಶ್ವವಿದ್ಯಾಲಯಗಳು-1)

ET. 8.
25/8/18.

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STATUTES RELATING TO DIRECT RECRUITMENT AND CAREER ADVANCEMENT SCHEME AND MISCELLANEOUS PROVISIONS TO IMPLEMENT THE UGC PAY SCALES TO TEACHERS, LIBRARIAN AND PHYSICAL EDUCATION DIRECTORS OF UNIVERSITY OF MYSORE.

1. PREAMBLE


- i. The Principal Secretary to Government, Higher Education Department has issued a circular vide Number ED 136 UNE 2017, dated 17-07-2017 in which guidelines have been issued to the Universities regarding framing statutes for the cadre and recruitment Rules for the recruitment of Teachers in the Universities on the basis of the recommendations of the committee constituted by the State Government under the Chairmanship of Prof. V.B.Kutinho, Former Vice - Chancellor, Gulbarga University, it is clearly indicated that the eligibility criteria for various posts fixed by the UGC should not be relaxed under any circumstances.

Keeping these guidelines in view the University of Mysore has framed the following statutes regarding the Direct Recruitment, Career Advancement Scheme, and Miscellaneous provisions to implement revised UGC pay Scales w.e.f. 01.01.2006 to Teachers, Librarians and Physical Education Directors of University of Mysore.

- ii. Based on the recommendation made by the University Grants Commission, the Government of India, Ministry of Human Resource Development, Department of Higher Education in their letter No.1-32/2006-U.II (1) Dated 31-12-2008 has communicated to the State Governments, a new scheme stipulating revised pay structure, service condition and educational Qualifications in respect of Teachers, Librarians and Physical Education Directors of the Universities, Government and Aided colleges working in the Universities, Government and Aided Law colleges for adoption in the States.
- iii. The UGC in its Notification No.F.1-1/2002(PS) Exmp. dated 12-06-2009, has issued guidelines regarding the minimum qualification required for the appointment of teachers and others academic staff in the Universities and Government Colleges and for their career advancement and the measures for the maintenance of the standards in Higher education 2009 vide letter dated 23/09/2009.

Further, the UGC in its letter No F.3-15/2009(PS) Pt.file, dated 19th July 2010, has informed that teachers becoming eligible prior to 31.12.2008 shall be governed by the old UGC Regulations, 2000, whereas those becoming eligible on or after 31.12.2008 shall be governed by new UGC Regulations, 2010. It is also mentioned vide the above UGC Letter dated 19th July 2010 that the UGC will not appoint any observer henceforth to oversee the selection process of Professor as there is no such provision of appointment of an observer in the new regulations, 2010.


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- iv. The revision of the UGC pay scales in respect of the Teachers, Librarians and Physical Education personnel of Universities, Government and Aided Colleges under the control of the Department of Higher Education and Government has been examined by the Government of Karnataka and the following orders are issued in the Government Order No. ED 37 UNE 2009 Bangalore, Dated 24-12-2009.

Hence, the following statutes.

2. TITLE, COMMENCEMENT AND APPLICABILITY

- i. These Statutes shall be called “**STATUTES RELATING TO DIRECT RECRUITMENT AND CAREER ADVANCEMENT SCHEME AND MISCELLANEOUS PROVISIONS TO IMPLEMENT THE UGC PAY SCALES TO TEACHERS, LIBRARIAN AND PHYSICAL EDUCATION DIRECTORS OF UNIVERSITY OF MYSORE**”.
- ii. These statutes shall come into force with effect from the date of the assent of the Chancellor of the Universities
- iii. The University shall implement the Government Order No Ed 37 UNE2009 Bangalore Dated 24-12-2009 extending the UGC pay scales as revised from 1.1.2006 to the Teachers, Librarians, Physical Education Directors and other Allied Posts in **University of Mysore** with minimum qualifications for the appointment of teachers in Universities and also other condition like recruitment and qualification, incentives for Ph.D./M.Phil./Career advancement/Superannuation etc. for the teachers of **University of Mysore**.
- iv. Government orders and/or UGC/MHRD Notifications issued from time to time are deemed to be part of the relevant sections of these statutes. Regarding minimum qualifications, procedure of recruitment, CAS etc. in respect of Teachers, Librarians and Physical Education Directors.
- v. For removal of difficulties in implementing these Statutes the Vice-Chancellor with the approval of the syndicate may take suitable action in accordance with the provisions of the Government Order Dated 24-12-2009, and/or the UGC/MHRD notifications issued from time to time.

3. COVERAGE

- (a) These Statutes apply to Teachers, Librarians, Physical Education Personnel of University of Mysore and its Constituent Colleges under UGC pay scales.
- (b) The designation mentioned under UGC norms shall have the same meaning as they are defined in the KSU act 2000 as amended from time to time and the government order number Ed 37 UNE 2009 Dated 24.12.2009 and relevant UGC/MHRD regulations/notifications.


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4. DATE OF EFFECT

The revised UGC pay scale shall be effective from 1.1.2006 and all other allowances benefits prospectively from the date of the government order No.Ed 37 UNE 2009 Dated 24-12-2009 as notified in the order.

5. FIXATION OF PAY AND ALLOWANCES

As in Appendix-I in the Govt. order dated 24-12-2009 referred to above.

6. THE FITMENT TABLE FOR FIXATION OF PAY IS APPENDED AS IN

APPENDIX-II in the Govt. Order dated 24-12-2009 referred to above.

7. GENERAL

- (i) There shall be only three designations in respect of teachers in Universities and Colleges, viz., Assistant Professors, Associate Professors and Professors. However, there shall be no change in the present designation in respect of Librarians and Physical Education Personnel at various levels.
- (ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. degree and satisfies other academic conditions as laid down by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as 'Professor', subject to clause(vii) below.
- (iii) The pay of teachers and equivalent position in Universities and Colleges shall be fixed according to their designation in two pay bands of Rs.15600-39100 and Rs.37400-67000 with appropriate "Academic Grade Pay"(AGP in short). Each Pay Band shall have different stages of Academic Grade Pay, which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied, have multiple opportunities for upward movement during their career.
- (iv) Up to 10% of the posts of Professors in Universities shall be in the higher Academic Grade Pay of Rs.12000 with eligibility conditions prescribed by the UGC. This has been replaced by the new HAG scale of Rs.67,000 (Annual Increment @3%-79000 with no Grade Pay).(1stAmendment Feb-2011) other conditions of eligibility to move to the above scale of pay will remain the same.
- (v) National Eligibility Test (NET) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course work and external evaluation, as have been/or may be laid down by the UGC through its regulations, and so adopted by the University. NET shall not be required for such Masters programmes in disciplines for which there is no NET.


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- (vi) New posts shall be created in the Universities/Colleges with the approval of UGC & State Government.
- (vii) The teaching staffs who have not acquired the qualification prescribed by the UGC from 11-07-2009 are not entitled for availing the benefit of UGC revised scheme unless they acquire NET/SLET/Ph.D. through course work and that no M.Phil. shall be recognized thereafter and until then they shall continue to be in the pre-revised UGC scale of pay.

8. (a) DEARNESS ALLOWANCE

The Dearness Allowance in the revised scale with effect from 01-01-2006 shall be regulated and further enhancements according to the Government Orders issued from time to time in this regard.

(b) OTHER ALLOWANCES

The HRA, CCA & all other allowances and incentives/benefits such as Leave/Study Leave, Leave Travel Facilities, Medical Reimbursement and Pensionary Benefits shall continue to be applicable as admissible to State Government employees.

9. Revised pay scales, service conditions and CAS for teaching and equivalent positions in the Universities and Constituent Colleges shall be as indicated in **Appendix-III** in the Government order dated 24-12-2009 referred to above.
10. Incentives for Ph.D./M.Phil. and other qualifications shall be as indicated in **Appendix-IV** in the Government Order dated 24-12-2009 referred to above.

11. RECRUITMENT AND QUALIFICATIONS

- 11.1 The direct recruitment to the post of Assistant Professors, Associate Professors and Professors in the Universities shall be on the basis of merit through all India advertisement. The selections should be made by the duly constituted Selection Committees as per the guidelines issued by the UGC from time to time and incorporated under the Statutes/Ordinances of the concerned University. The composition of such committees should be as prescribed by the UGC in its regulations.
- 11.2 The minimum qualifications required for the post of Assistant Professors, Associate Professors, Principals, Assistant Directors of Physical Education, Deputy Directors of Physical Education, Directors of Physical Education, Assistant Librarians, Deputy Librarian, Librarians will be those as prescribed by the Universities Grants Commissions in its regulations from time to time.
- 11.3. The minimum requirement of at good academic record shall be 55% of marks at the master's level and qualifying in the National Eligibility Test (NET), or an accredited


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test(State Level Eligibility Test-SLET/SET) shall remain for the appointment of Assistant Professor.

- 11.4.** NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professor in Universities/Colleges/Institutions. However, the candidates, who are or have been awarded Ph.D. degree in compliance of the "University Grants Commission (minimum standards and procedure for award of Ph.D. Degree), Regulations 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions."

Further, the award of degrees to candidates registered for the M.Phil./Ph.D. programme prior to July 11th2009, shall be governed by the provisions of the then exiting ordinances/Bylaws/Regulations of the institution awarding the degrees and Ph.D. holders shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for requirement and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:-

- (a) Ph.D. degree of the candidate awarded in regular mode only;
- (b) Evaluation of Ph.D. thesis by at least two external examiners;
- (c) Candidates had published two research papers out of which at least one in a referred journal from out of his/her Ph.D. work;
- (d) The candidate had presented two papers in seminars/Conferences from out of his/her Ph.D.;
- (e) Open Ph.D. viva-voce of the candidate had been conducted.
 - (a) To (e) as above are to be certified by the Vice-Chancellor/Pro-Vice-Chancellor/Dean (Academic Affairs)/Dean (University Instruction)."

NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted (As per UGC Regulations 3rd Amendment 4th May 2016).

Reference to Ph.D.'s in the UGC Regulations shall be taken as a Doctoral degree from a University following the above UGC Regulations of 2009 regarding registration process, course work and evaluation process with effect from the date of issue of such guidelines by UGC. The exemption from NET/SLET/SET will not be applicable to Ph.D. degrees awarded by the Universities who have not adopted and followed the above UGC regulations of 2009, provided the Universities have adopted the guideline issued by UGC from time to time to accord exemption of the Ph.D.degree holders from acquiring a pass in NET/SLET/SET.


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- 11.5. NET/SLET/SET shall not be required for such Master's Degree Programmes in disciplines for Which NET/SLET/SET accredited test is not conducted. Any relaxation in the prescribed qualification, including the NET exemption, can be made only by the University Grants Commission in a particular subject in which NET/SLET/SET is not conducted. Such relaxation would be based on the application made by only the affected Universities for the specified subject(s) and for a specified period based on sound justification.
- 11.6. A minimum of 55% marks in Master's level should be insisted upon for all candidates at the entry point of Assistant Professors, Assistant Librarians, Assistant Directors of Physical Education.
- 11.7. A relaxation of 5% may be provided at the graduate and master's level for the SC/ST/Differently-abled (Physically and Visually handicapped) Other Backward classes (OBC) (Non Creamy), (As per UGC Regulations 4th Amendment 11th July 2016) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. Rounding off of marks to make it to 55% or 50% as the case may be through grace mark procedure etc., by Universities is not permissible for claiming relaxation.
- 11.8. A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. degree holders, who have passed their Master's degree prior to 19th September, 1991
- 11.9 Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized University shall also be considered eligible.
- 11.10. Ph.D. should be a compulsory requirement for the designation of Associate Professor/ Professors, Deputy Librarians/Librarians and Deputy Director/ Director of Physical Education.
- 11.11. Ph.D. also be a compulsory requirement for all candidates applying for direct recruitment as Associate professor/Deputy Librarian/deputy Directors of Physical Education.
- 11.12. The period of time taken by candidates to acquire M.Phil. and/or Ph.D. shall not be considered as research experience to be claimed for appointment to the teaching positions.

12. DIRECT RECRUITMENT

a. PROFESSOR

- (i) An eminent scholars with Ph.D. qualification 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 publications as books and /or research/policy papers in indexed/ISBN/ISSN numbered journals and/or

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ISBN/ISSN numbered books and the University developed ISBN/ISSN numbered list of journals/books hosted in the website of the University.

- (ii) A minimum of 10 years of teaching experience in University/college, and/or experience in research at the University/National Level Institution/Industries, including experience of guiding candidates for research at doctoral level;
- (iii) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process.
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) developed by UGC in its Regulations.

OR

An outstanding professional with established reputation in the relevant field who has made significant contribution to knowledge.

b. PRINCIPAL

- (i) A Master's Degree with at least 55% of the marks or a relevant grade regarded as equivalent to 55% wherever grading system is followed by a recognized University.
- (ii) Ph.D. qualification in concerned/allied/relevant discipline with evidence of published work and research guidance.
- (iii) Associate Professor/Professor with a total experience of 15 years of teaching/research/administration in Universities/colleges and other institutions of higher education.
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) for Professors as developed by UGC in its Regulations.

c. ASSOCIATE PROFESSOR

- (i) Good academic record with a Ph.D. degree in the concerned/allied/relevant disciplines.
- (ii) 55% of the marks, or equivalent grade wherever grading system is followed at the Master's degree level.
- (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/Industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers in the


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Journals approved by UGC (as per UGC list of Approved Journals amended/updated from time to time).


- (iv) Contribution to educational innovation, design of new curricula and courses, and technology- mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- (v) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in its Regulations.

d. ASSISTANT PROFESSOR

- (i) Good Academic record as defined by the concerned University with at least 55% of the marks or equivalent grade where grading system is practiced at the Master's degree level in a relevant subject from an Indian University, Or an equivalent degree from an accredited Foreign University.
- (ii) Besides fulfilling the above qualifications, the candidate should have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- (iii) Holders of Ph.D. degree as on the date of Notification of Regulations, along with those candidates who are awarded a Ph.D. degree through a process of admission, registration, course work and external evaluation as laid down in the UGC (Minimum Standards and procedures for award of M.Phil./Ph.D.) Regulations, 2009 and so adopted by the University, shall be exempted from NET/SLET/SET.
- (iv) Notwithstanding anything contained in sub-clauses (i) and (ii) to this clauses candidates who are or have been awarded a Ph.D. Degree in accordance with the University Grant Commission(Minimum standards and procedures for award of Ph.D. Degree) Regulations, 2009 or subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent position in Universities/College/Institutions.

Further, the award of degrees to candidates registered for the M.Phil./Ph.D. programme prior to July 11th 2009, shall be governed by the provisions of the then existing Ordinances/By laws/Regulations of the Institution awarding the degrees and Ph.D. candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/


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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 of the candidates awarded in regular mode only;
- b) Evaluation of Ph.D. thesis by at least two external examiners;
- c) Candidate had published two research papers out of which at least one in a referred journal from out of his/her Ph.D. work;
- d) The candidate had presented two papers in seminars/conference from out of his/her Ph.D.;
- e) Open Ph.D. viva-voce of the candidate had been conducted.
(a) To (e) as above are to be certified by the Vice-Chancellor/ Pro-Vice-Chancellor / Dean (Academic Affairs)/ Dean (University Instruction)".

NET/SLET/SET shall also not be required for such Master's Programmes in disciplines for which NET/SLET/SET is not conducted subject to the conditions stipulated above (As per UGC Regulations 3rd Amendment 4th May 2016).

13. MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE SCULPTURE.

13.1 MUSIC AND DANCE DISCIPLINE

a) ASSISTANT PROFESSOR

- (i) Good academic record with at list 55% marks (or an equivalent grade in a points scale wherever grading system is followed) at the master's degree level, in the relevant subject or an equivalent degree from an Indian /Foreign University.
- (ii) Besides fulfilling the above qualification candidates must have cleared the National Eligibility Test(NET) for lectures conducted by the UGC, CSIR, or similar test accredited by the UGC notwithstanding anything continued in the sub clauses on (i) and (ii) to this clause 4.4.2.1, candidates, who are, or have been awarded Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and procedure for award of Ph.D. Degree) regulations, 2009, shall be exempted from requirement of the minimum eligible condition of NET/SLET/SET for requirement and appointment of Assistant Professor or equivalent position in University's / colleges / Institutions.


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- (iii) Notwithstanding anything contained in sub-clauses (i) and (ii) to these clauses candidates who are or have been awarded a Ph.D. Degree in accordance with the University Grant Commission(Minimum Standards and procedures for award of Ph.D. Degree)Regulations,2009 or subsequent Regulations if notified by the UGC, shall be exempted of the minimum eligibility condition of NET/SLET/SET for requirement and appointment of Assistant Professor or equivalent position in Universities / colleges / Institutions.

Further, the award of degrees to candidates registered for the M.Phil./Ph.D. programme prior to July 11th2009, shall be governed by the provisions of the then exiting Ordinances / By laws / Regulations of the Institution awarding the degrees and Ph.D. candidates shall be exempted from the requirement of the minimum eligibility condition 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 of the candidate awarded in regular mode only;
- b) Evaluation of Ph.D. thesis by at least two external examiners;
- c) Candidate had published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
- d) The candidate had presented two papers in seminars/conferences from out of his/her Ph.D.;
- e) Open Ph.D. viva-voce of the candidate had been conducted.

(a) To (e) as above are to be certified by the Vice-Chancellor/Pro-Vice-Chancellor/Dean (Academic Affairs)/Dean (University Instruction)"


NET/SLET/SET shall also not be required for such Master's Programmes in disciplines for which NET/SLET/SET is not conducted (As Per UGC Regulations 3rd Amendment 4th May 2016).

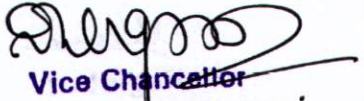
- (iv) NET/SLET/SET shall also not be required for such master's programs in disciplines for which NET/SLET/SET is not conducted.

OR

A Traditional and a Professional artist with highly commendable professional achievement in the subject who should have:

- (a) Studied under noted/reputed traditional masters and has through knowledge to explain the subject concerned;
- (b) A high grade Artist of AIR/TV; and


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- (c) Ability to explain the logical reasoning of the subject concerned and adequate Knowledge to teach theory with illustrations in that discipline.

b) ASSOCIATE PROFESSOR

- i) Good academic record, with Doctoral degree with performing ability of high professional standard;
- ii) Eight years of experience of teaching at the University, college level and/or research in University/national level institutions excluding the period spent for the obtaining research degree;
- iii) Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications;
- iv) Contribution to educational innovation such as: designing new courses and/or curricula and/or outstanding performing achievements in the field specialization.

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- a) 'A' grade artist of AIR/TV;
- b) Eight years of outstanding performing achievements in the field of specialization;
- c) Experience in designing of new courses and/or curricula;
- d) Participation in seminars/conferences in reputed institutions: and
- e) Ability to explain the logical reasoning of the subject concerned and adequate Knowledge to teach theory with illustrations in that discipline.

C) PROFESSOR

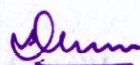
- i. An eminent scholar with a doctoral degree and actively engaged in research with ten years of experience in teaching in University /college and or Research at the University or National level University for National institutions including experience of guiding research at doctoral level, with outstanding performing achievement in the field of specialization.
- ii. A Traditional and professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
 - a. 'A' grade artist of AIR/TV;
 - b. Twelve years outstanding performing achievements in the field of specialization;

- c. Significant contributions in the field of specialization and ability to guide research;
- d. Participation in National or International or conferences or workshops and or recipient of National/ International Awards/Fellowship; and
- e. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.


13.2 DRAMA DISCIPLINE

a) ASSISTANT PROFESSOR

- i. Good academic record with at least 55% of the marks (or equivalent grade in a point scale where grading system is followed) at the Master's degree level, in a relevant subject or an equivalent degree from an Indian or foreign University.
- ii. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, similar tests accredited by UGC. However, Candidates who are or have been awarded Ph.D. degree in accordance with the University grants Commission (Minimum Standards and procedures for award of Ph.D. degree) Regulations 2009 shall be exempted from the requirement of the minimum eligible condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent position in Universities/Colleges/institutions.
- iii. Notwithstanding anything contained in sub-clauses (i) and (ii) to this clauses candidates who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (minimum Standards and procedures for the award Ph.D. Degree) Regulations, 2009 or subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions.
- iv. Further, the award of degrees to candidates registered for the M.Phil./Ph.D. Programme prior to July 11th2009, shall be governed by the provisions of the then existing Ordinances/By laws/Regulations awarding the degrees and Ph.D. candidates shall be exempted from the requirement of the minimum eligibility condition 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 of the candidate awarded in regular mode only;
 - b) Evaluation of Ph.D. thesis by at least two external examiners;



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A Traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- a) A recognized artist of Stage/Radio/Television
- b) Eight years of outstanding performing achievement in the field of specialization;
- c) Experience in designing of new courses and/or curricula;
- d) Participation in Seminars/Conferences in reputed institutions; and
- e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

c) PROFESSOR

- i. An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and/or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization.

OR

- ii. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have;
 - a. Twelve years of outstanding performing achievements in the field of specialization;
 - b. Has made significant contributions in the field or specializations and has the ability to guide research;
 - c. Participation in National/International Seminars/Conferences/ Workshops and / or recipient of National/ International Awards/Fellowships; and
 - d. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations.

13.3. VISUAL (FINE) ARTS DISCIPLINES

a) ASSISTANT PROFESSOR

- i. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed at the Master's degree level, in the relevant subject or an equivalent degree from an Indian/foreign University.
- ii. Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for Lecturers conducted by the UGC, CSIR,


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- c) Candidate had published two research papers out of which atleast one in a refereed journal from out of his/her Ph.D. work;
- d) The candidate had presented two papers in seminars/conferences from out of his/her Ph.D.;
- e) Open Ph.D. viva-voce of the candidate had been conducted.

(a) to (e) as above are to be certified by the Vice-Chancellor/Pro-vice-Chancellor/Dean (Academic Affairs)/Dean (university Instruction)”

NET/SLET/SET shall also not be required for such Master’s Programmes in disciplines for which NET/SLET/SET is not conducted (As per UGC Regulations 3rd Amendment 4th May 2016).

Without prejudice the above, NET/SLET/SET shall also not be required for such master’s Programmes in disciplines for which NET/SLET/SET is not conducted.

OR

A Traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

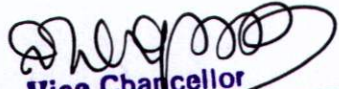
- a. A Professional artist with first class degree or diploma from national school of drama or any other such approved institution in India or abroad;
- b. Five years of regular acclaimed performance in Regional/National /International stage with evidence;
- c. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in said discipline.

b) ASSOCIATE PROFESSOR

- i. Good academic record with doctoral degree with performing ability of high professional standards as recommended by an expert committee constituted by the University concerned for the said purpose.
- ii. Eight years of experience of teaching in a University/College and/or research in University/National level institutions excluding the period spent for obtaining the research degree.
- iii. Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications. Contributions to educational innovation such as designing new courses and/or curricula and/or outstanding performing achievements in the field of specializations.

OR


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or similar test accredited by the UGC. Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause 4.4.2.3, candidates, who are, or have been awarded a Ph.D. Degree, in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in University/Colleges/Institutions.

- iii. Notwithstanding anything contained in sub-clauses (i) and (ii) to these clauses candidates who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum standards and procedures for award of Ph.D. Degree) Regulations, 2009 or subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/colleges/ Institutions.
- iv. Further, the award of degrees to candidates registered for the M.Phil./Ph.D. Programme prior to July 11th 2009, shall be governed by the provisions of the then existing Ordinances/By laws/Regulations of the Institutions awarding the degrees and Ph.D. candidates shall be exempted from the requirement of the Minimum eligibility condition 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 of the candidate awarded in regular mode only;
 - b) Evaluation of Ph.D. thesis by at least two external examiners;
 - c) Candidate had published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
 - d) The candidate had presented two papers in seminars/conferences from out of his/her Ph.D.;
 - e) Open Ph.D. viva-voce of the candidate had been conducted.
- (a) to (e) as above are to be certified by the Vice- Chancellor / Dean (Academic Affairs) / Dean (university Instruction)".

NET/SLET/SET shall also not be required for such Master's programmes in disciplines for which NET/SLET/SET is not conducted (As per UGC Regulations 3rd Amendment 4th may 2016).


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Without prejudice to the above, NET/SLET/SET shall also not be required for such Master's programmes in disciplines for which NET/SLET/SET is not conducted.

OR

A professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- a) First class Diploma in Visual(Fine) arts discipline from the recognized Institution of India/Abroad;
- b) Five years of experience of holding regular Regional/National exhibitions/Workshops with evidence; and
- c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

b) ASSOCIATE PROFESSOR

- i. Good Academic record with doctoral degree, with performing ability of high professional standard.
- ii. Eight years of experience of teaching in University/College and/or research in University/National level institutions excluding the period spent for the research degree of M.Phil./Ph.D.
- iii. Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications.
- iv. Contribution to educational innovation such as: designing new courses and/or curricula and/ or outstanding performing achievements in the field specializations.

OR

A professional artist with highly commendable Professional achievement in the concerned subject, who should have:

1. A recognized artist of his/her own discipline:
2. Eight year of outstanding performing achievements in the field of specialization:
3. Experience in designing of new courses and/or curricula:
4. Participation in seminars/conferences in reputed institutions: and
5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.


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c) PROFESSOR

- i) An eminent scholar with a doctoral degree who is actively engaged in research and possessing at least ten years of experience in teaching and/or research at the University/ National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization.

OR

- ii) A professional artist with highly commendable professional achievements in the concerned subject, who should have:
- (a) Twelve years of experience of holding regular Regional / National exhibition / workshops with evidence;
 - (b) Significant contributions in the field of specialization and ability to guide research;
 - (c) Participation in National/International seminars / Conferences / workshops and / or recipient of national / international awards / fellowship; and
 - (d) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory illustrations in that discipline.

13.4 QUALIFICATION PRESCRIBED FOR FACULTY POSITIONS IN THE REGULATIONS OF NCTE.

A) QUALIFICATIONS FOR M.Ed., COURSE

1) PROFESSOR

A Master's Degree in Arts/Humanities/Sciences/Commerce and M.Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed).

OR

- a) M.A (Education) with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and B.Ed. Each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed):
- b) Ph.D.in Education; and
- c) At least ten years of teaching experience in University Department of Education of college of Education of which minimum of five years at the M.Ed. level with published work in the area of his/her specialization.

Provided that, in the event of non-availability of eligible and suitable candidates for appointment as Professor/HOD/Reader as per above

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eligibility criteria, it would be permissible to appoint for a period not exceeding one year at a time till such time the candidates complete sixty-five years of age.

2) ASSOCIATE PROFESSOR:

A Master's Degree in Arts/Humanities/Sciences/Commerce and M.Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed)

OR

- i. M.A (Education) with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and B.Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);
- ii. Ph.D. in Education ; and
- iii. At least eight years of teaching experience in University department of Education or College of Education of which minimum of five years at the M.Ed. Level with published work in the area of his/her specialization.

3) ASSISTANT PROFESSOR

A Master's Degree in Arts/Humanities/Sciences/commerce and M.Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),


OR

- i. M.A.(Education) with 55% marks (Or an equivalent grade in a point scale wherever grading system is followed) and B.Ed. Each with a minimum of 55% marks (Or an equivalent grade in a point scale wherever grading system is followed); and
- ii. Any other stipulation prescribed by the UGC/ such other affiliating body/State Government, from time to time for the positions of Principal and Lecturers, shall be mandatory.
- iii. Provided that it is desirable that one faculty member possesses a Master's degree in Psychology and another member in Philosophy/Sociology besides M.Ed.

B. QUALIFICATIONS FOR M.P.Ed. COURSES:

I. PRINCIPAL

- i. A Master degree in Physical Education with 55% marks(or an equivalent grade in a point scale wherever grading system is followed);


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- ii. Ph.D.in Physical Education or equivalent published work in Physical Education; and
- iii. Ten years teaching experience out of which five years experience shall be at College of Physical Education.

Provided that in the event if non-availability of eligible and suitable candidates for appointment as Principal as per above eligibility criteria, it would be permissible to appoint a retired Principal in Physical Education or contract basis for a period not exceeding one year at a time till such time the candidates complete sixty-five years of age.

II. PROFESSOR

- i. A Master's Degree in Physical Education with a minimum of 55% marks(or an equivalent grade in a point scale wherever grading system is followed);
- ii. Ph.D. in Physical Education or equivalent published work; and
- iii. At least ten years teaching/research experience in department/ College of Physical Education out of which at least five years in the post graduate institution/University Department.

III. ASSOCIATE PROFESSOR

- i. A Master's Degree in Physical Education with a minimum of 55% marks(or an equivalent grade in a point scale wherever grading system is followed);
- ii. At least eight years teaching/research experience in a Department/ College of Physical Education out of which at least three years in the post graduate level; and
- iii. Ph.D. in Physical Education or Equivalent published work.

Provided that in the event of non-availability of eligible and suitable candidates for appointment as Professor/Associate Professor as per above eligibility criteria, it would be permissible to appoint retired Professor/ Associate Professor in Physical Education on Contract basis for a period not exceeding one year at a time till such time the candidates complete sixty five years of post-retirement service.


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IV. ASSISTANT PROFESSOR:

- i. A Master's Degree in Physical Education with minimum of 55%marks(or an equivalent grade in a point scale wherever grading system is followed);
- ii. Any other stipulation prescribed by the UGC/such other affiliating body/State Government, from time to time for the positions of Principal and Lecturers, shall be mandatory.

13.5 MINIMUM QUALIFICATION FOR APPOINTMENT OF TEACHING FACULTY IN MANAGEMENT/BUISNESS ADMINISTRATION:

I. ASSISTANT PROFESSOR

Essential:

First Class Master's degree in Business management/Administration/in a relevant management related discipline or first class in two year full time PGDM declared equivalent by AIU/accredited by the AICTE/UGC;

OR

First class graduate and professionally qualified Chartered Accountant/Cost and works Accountant/Company Secretary of the concerned statutory bodies.

Desirable:

- i. Teaching, research Industrial and/or professional experience in a reputed organization;
- ii. Papers presented at conferences and/or published in refereed journals.

II. ASSOCIATE PROFESSOR

- i. Consistently good academic record with at least 55% marks(or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management/Administration in a relevant management related discipline or first class in two year's full time PGDM declared equivalent by AIU/recognized by the AICTE/UGC.

OR

- i. First class graduate and professionally qualified Chartered Accountant/Cost and works Accountant /Company Secretary of the concerned statutory body.


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- ii. Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.
- iii. A Minimum of eight years of experience of teaching/Industry/research /professional at managerial level excluding the period spent for obtaining the research degree.

OR

- i. In the event the candidate is from industry and the profession, the following requirements shall constitute as essential requirements:
 1. Consistently good academic record with at least 55% marks(or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in business Management /Administration/in a relevant management related Discipline or first class in two-year full time PGDM declared equivalent by AIU/recognized by AICTE/UGC.

OR

First class graduate and professionally qualified Chartered Accountant/Cost and Works Accountant/Company Secretary of the concerned statutory body.

2. A Minimum of ten years experience of teaching industry/research/profession, out of which five years must be at the level of Assistant Professor or equivalent excluding the period spent for obtaining research degree. The candidate should have professional work experience, which is significant and can be recognized at national/international level as equivalent to Ph.D. and ten years management experience in industry /profession of which at least five years should be at the level comparable to that of Lecturer/Assistant Professor.
- ii. Without prejudice to the above, the following conditions may be considered desirable:
 - a) Teaching research industrial and/or professional experience in a reputed organization:
 - b) Published works such as research papers, patents filled/obtained books and or technical reports; and
 - c) Experience of guiding the project works/dissertation of PG/ Research Students or supervising R&D projects in industry.

III. PROFESSOR

- i. Consistently good academic record with at least 55% marks(or an equivalent grade in a point scale wherever grading system is followed) in master's Degree in Business Management/Administration /in a relevant discipline or consistently


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good academic record with at least 55% marks(or an equivalent grade in a point scale wherever grading systems is followed) in two years full time PGDM declared equivalent by AIU/recognized by the AICTE/UGC:

OR

- i. First class graduate and professionally qualified Chartered Accountant/cost and works Accountant/Company Secretary of Secretary of the concerned statutory body.
- ii. Ph.D. or Fellow of Indian institute of Management or of an institute recognized by AICTE and declared equivalent by the AIU.
- iii. A minimum of ten-years experience of teaching/industry/research professional out of which five years must be at the level of Reader or equivalent excluding the period for obtaining the research degree.

OR

- iv. In the event the candidate is from industry and the profession, the following shall constitute as essential:
 1. Consistently good academic record with at least 55%marks (or an equivalent grade in a point scale wherever grading system is followed) in master's Degree in Business management/Administration/in a relevant management related discipline or consistently good academic record with at least 55%marks (or an equivalent grade in a point scale wherever grading system is followed) in two year full-time PGDM declared equivalent by AIU/recognized by the AICTE/UGC.

OR

A First class graduate and professionally qualified Chartered Accountant / Cost and Works Accountant / Company secretary.

2. The candidate should have professional works experience which is significant and can be recognized/international level as equivalent to Ph.D. and twelve-years managerial experience in industry/profession of which at least eight years should be at least at a level comparable to that of Reader /Assistant Professor.
- v. Without prejudice to the above, the following conditions may be considered desirable.
 - a) Teaching, Research, and /or professional experience in a reputed organization.


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- b) Published work, such as research papers, patents filed/obtained, books and/or technical reports.
- c) Experience of guiding the project work/dissertation of PG research students or supervising R&D projects in industry:
- d) Demonstrated leadership in planning and organizing academic, research, industrial and/or professional activities: and
- e) Capacity to undertake/lead sponsored R&D consultancy and related activities.

IV. PRINCIPAL/DIRECTOR/HEAD OF INSTITUTION

- i. Qualification same as those prescribed for the post of professor in the relevant discipline with a minimum of fifteen of years, experience of Post graduate teaching/industry/research

OR

- ii. For candidates from industry/profession:
 - 1. Qualification same as those prescribed for the post of Professor from industry/profession stream with fifteen years experience of postgraduate teaching/research out of which five years must be at the or professor in the relevant discipline,
 - 2. Without prejudice to the above, the following conditions may be considered desirable:
Administrative experience in senior level responsible position in the industry / professional institution.

13.6. Minimum qualifications for direct recruitment to the posts of Librarian, Deputy Librarian and University Assistant Librarian /college Librarian:

UNIVERSITY LIBRARIAN

- i. A Master's Degree in Library Science/Information science/Documentation with at least 55% marks or its equivalent grade for 55% where grade of B in the UGC seven points scale and consistently good academic record set out in these Regulations.
- ii. At least 13 years as a Deputy librarian in a University Library or 18 years experience as a College librarian.
- iii. Evidence of innovative library service and published work.
- iv. Ph.D. degree in Library Science/Documentation/ Archives and manuscript keeping.


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- v. A minimum score as stipulated in API based on Performance Based Appraisal System developed by UGC shall be a mandatory requirement.

13.7. UNIVERSITY DEPUTY LIBRARIAN:

- i. Master's Degree in library science/information science/documentation with at least 55% of the marks or its equivalent grade of 55% marks or its equivalent grade for 55% where grade of B in the UGC seven-point scale and a consistently good academic record.
- ii. A Ph.D. degree in the above discipline with a consistently good academic record.
- iii. A minimum of 10 years of teaching/library experience with at least 5 years as a Asst. Librarian in a University library/college librarian.
- iv. Evidence of innovative library service and published work and professional commitment and computerization of library.
- v. **Desirable:** An M.Phil. / Ph.D. degree in library Science/ Documentation/ Archives and manuscript keeping.
- vi. A minimum score as stipulated in API based on performance Based Appraisal System developed by UGC shall be a mandatory requirement.

13.8. UNIVERSITY ASSISTANT LIBRARIAN/COLLEGE LIBRARIAN

- i. A Master's degree in Library Science /Information Science /Documentation Science or an equivalent Professional degree with at least 55% of the marks or its Equivalent grade of 55% marks where grading system is practiced and a consistently good academic record with knowledge on computerization of library.
- ii. Qualifying in the National Eligibility Test (NET) or other accredited test like SLET/SET in Library Science conducted for the purpose by the UGC or any other agency approved by the UGC.
- iii. Holders of Ph.D. degree as on the date of notification of UGC regulation, along with those candidates who awarded a Ph.D. degree through a process of admission, registration, course work and external evaluation as laid down in the UGC (Minimum Standards and procedures for award of M.Phil./Ph.D. Degree) Regulations, 2009 and so adopted by the university shall be exempted from NET/SLET/SET.
- iv. Further, the award of degrees to candidates registered for the M.Phil./Ph.D. programme prior to July 11th2009, shall be governed by the provisions of the then existing ordinances/By laws/Regulations of the Institution awarding the degrees and Ph.D. candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/SLET/SET for recruitment and appointment of


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Assistant Professor or equivalent position in Universities/ Colleges/Institutions subject to the fulfillment of the following conditions:-

- a) Ph.D. degree of the candidate awarded in regular mode only;
- b) Evaluation of Ph.D. thesis by at least two external examiners;
- c) Candidate had published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
- d) The candidate had presented two papers in seminars/conference from out of his/her Ph.D.
- e) Open Ph.D. viva-voce of the candidate had been conducted
(a) to (e) as above are to be certified by the Vice-chancellor/Pro-Vice-Chancellor/Dean (academic Affairs)/ Dean(University instruction) (As per UGC regulations 3rd Amendment 2016).

13.9 Minimum Qualifications for the Posts of Director of Physical Education, Deputy Director of Physical Education and Assistant Director of Physical Education/College Director of Physical Education:

13.9.1 UNIVERSITY/COLLEGE ASSISTANT DIRECTOR OF PHYSICAL EDUCATION.

A Master's degree in Physical Education (two years course) or Master's degree in Sports Science with at least 55% of the marks or its equivalent in a grade point scale with a consistently good academic record.

- i. Record of having represented the University/college at the inter-university/inter-collegiate competitions or the State and/or National championships.
- ii. Passed the Physical fitness test conducted in accordance with these Regulations.
- iii. Qualifying in the National Eligibility Test (NET) or other accredited test like SLET/SET in Physical Education conducted for the purpose by the UGC or any other agency approved by the UGC.
- iv. However, candidates who are or have been awarded a Ph.D. Degree in accordance with the University Grant Commission (Minimum Standards and procedures for award of Ph.D. Degree) Regulations, 2009 or subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Director of Physical Education/college Director of Physical Education & sports.
- v. Further, the award of degrees to candidates registered for the M.Phil./Ph.D. Programme prior to July 11th2009, shall be governed by the provisions of the then existing Ordinances/By laws/Regulations of the Institution awarding the degrees and Ph.D. candidates shall be exempted from the requirement of the


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minimum eligibility condition 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 of the candidate awarded in regular mode only;
 - (b) Evaluation of Ph.D. thesis by at least two external examiners;
 - (c) Candidate had published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
 - (d) The candidate had presented two papers in seminars/conference from out of his/her Ph.D.;
 - (e) Open Ph.D. viva-voce of the candidate had been conducted
(a) to (e) as above are to be certified by the Vice-Chancellor / Pro-Vice-Chancellor / Dean (Academic Affairs) / Dean(University Instruction) (As per UGC Regulation 3rd Amendment 2016).
- vi. Holders of Ph.D. degrees as on the date of notification of the UGC Regulation along with those candidates who are awarded a Ph.D. degree through a process of admission, registration, course work and external evaluation as laid down in the UGC(Minimum standards and procedures for award of M.Phil./Ph.D. Degree)Regulations 2009 so adopted by the University shall be exempted from NET/SLET/SET.

13.9.2 UNIVERSITY DEPUTY DIRECTOR OF PHYSICAL EDUCATION/ COLLEGE DIRECTOR OF PHYSICAL EDUCATION

- i. A Ph.D. in Physical Education/Sports Science. 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 years of experience as University Assistant DPES, College DPES, with a benefit of two years and one year for Ph.D. and M.Phil. Degree holders.
- iii. Evidence of organizing competition and conducted a minimum of five coaching camps of at least two weeks duration.
- iv. Evidence of having produced good performance teams/athletes for competitions like State/National/Inter-University/Combined University, etc.
- v. Passed the physical fitness test.
- vi. Evidence of published work with a minimum of five books and publications in Indexed/ISBN/ISSN numbered journal and/or ISBN/ISSN numbered books and


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of Physical Education, Deputy Director of Physical Education and Director of Physical Education and (b) specified selection procedures for direct recruitment and Career Advancement Schemes Regulations for teachers in Universities and colleges. The constitution of Selection Committee and Procedure of Selection shall be as per the norms laid out by the UGC and The Karnataka State Universities Act 2000.

15. SELECTION COMMITTEE SPECIFICATIONS

15.1 Assistant Professor in the University

All selection must be done with the Vice-Chancellor as the Chairperson of the Selection Committee.

- (1) The Vice Chancellor shall be the Chairperson of the selection Committee.
- (2) Three experts in the concerned subject out of the panel of names recommended by the Vice Chancellor and approved by the relevant statutory body of the University, at least one of whom to be drawn from the panel of subject experts developed by UGC and hosted in its website.
- (3) Dean of the concerned Faculty, wherever applicable.
- (4) Head/Chairperson of the Department/School.
- (5) An academician nominated by the Chancellor.
- (6) An academician representing SC/ST/OBC/Minority/Women/Differently abled categories to be nominated by the Vice Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.
- (7) The Registrar of the University shall be the Member Secretary as per Section 53(3) of the KSU Act 2000.

Quorum

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

15.2. Associate Professor in the University

The selection Committee should have the following composition:

- (1) Vice Chancellor shall be the Chairperson of the Selection committee.
- (2) An academician who is the nominee of the Chancellor.
- (3) Three experts in the concerned subject/field out of the panel of names recommended by the Vice chancellor and approved by the relevant statutory body of the University concerned, at least one of whom to be drawn from the panel of subject experts developed by UGC and hosted in its website.
- (4) Dean of the Faculty.


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University developed ISBN/ISSN numbered list of journals hosted on the web site of the concerned University.

- vii. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC shall be a mandatory requirement.

13.9.3. UNIVERSITY DIRECTOR OF PHYSICAL EDUCATION

- i. A Ph.D. in physical Education or allied discipline.
- ii. A minimum of 15 years of Physical Education/Sports experience of which at least five years as University Deputy Director of physical education or ten years University Assistant DPE/College DPE.
- iii. Experience of at least ten years as University Deputy Director or fifteen years as University Assistant DPEs/College (Selection grade).
- iv. Participation in at least two National/international seminars/ Conferences.
- v. Consistently good appraisal reports.
- vi. Evidence of organizing competitions and conducting a minimum of ten coaching camps of at least two weeks duration.
- vii. Evidence of having produced good performance teams/athletes for competitions like State/National/Inter-University/Combined University and at higher level, etc., and of having guided Ph.D./M.Phil. Candidates for research.
- viii. A minimum score in the Academic Performance Indicator (API) based Performance based Appraisal System (PBAS) developed by UGC shall be a mandatory requirement.

13.9.4 PHYSICAL FITNESS TESTS NORMS:

NORMS FOR MEN			
12 MINUTES RUN/WALK TEST			
Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1800metres	1500metres	1200metres	800metres

NORMS FOR WOMEN			
8 MINUTES RUN/WALK TEST			
Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1000metres	800metres	600metres	400metres

14. SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURE:

The University Grants Commissions has evolved the following guidelines on (a) Constitution of Selection Committees for selection of Assistant Professor, Associate Professor, Professor, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director


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- (5) Head/Chairperson of the Department/School who is in the cadre of Professor.
- (6) An academician representing SC/ST/OBC/Minority/Women/Differently abled categories, if any of the 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.
- (7) The Registrar of the University shall be the Member Secretary as per Section 53(3) of the KSU Act 2000.

Quorum

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

15.3 Professor in the University

The composition of the selection Committee for the post of Professor shall be similar in composition as that for the post Associate Professor.

15.4 Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education, Librarians, Deputy Librarians and Assistant Librarians shall be the same as that of Associate Professor/Professor and Assistant professor respectively, except that the concerned expert in Physical Education or Sports Administration or Library, practicing Librarian/Physical Directors, as the case may be, shall be associated with the Selection Committee as one of the subject experts. The composition of selection Committee for promotion under CAS shall be same as that of appointment through direct selection.

16. SELECTION PROCEDURES

- 16.1** The overall selection procedures shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system based on the Academic Performance indicators (API) as provided in the UGC Regulations.
In order to make the system more credible, the 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 latest technology in teaching and research at the Interview stage. These procedures can be followed for both direct recruitment and CAS promotions wherever selection Committees are prescribed in those orders.
- 16.2** The University adopts API as provided in Annexures for recruitment and promotion of teachers under CAS in the University Departments and Constituent Colleges.
- 16.3** In all the Selection Committees of direct recruitment of teachers and other academic staff in Universities and colleges, an academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant and if any of the members of the Selection Committee do not belong to that

category, has to be nominated by the Vice-Chancellor. The academician so nominated for this purpose shall be one level above the cadre level of the applicant who shall ensure that the norms of Government of India/concerned the state Government is strictly followed in the selection process.

Provided that, until such cadre's superior to the Professors become available in the University, Senior Professor in the Central/State Universities may be nominated by the Vice-Chancellor with the approval of the Syndicate.


- 16.4** Besides the UGC approved journals and the indexed publications documented by various discipline specific databases, the University concerned may if found necessary draw through committee(s) of subject experts (a) a comprehensive list of National/Regional level journals of quality in the concerned subject(s) and (b) a comprehensive list of vernacular language journals/ periodicals/official publication volumes of language bodies and upload them up on the University website which are to be updated periodically. If such lists exist at the time of assessing the quality of publications of the candidates during their appointments/promotions, the selection committees shall have to be provided with the above two lists which could be considered by the selection committees along with the other discipline-specific databases.

For the above purpose, IQAC of the University should provide the necessary list of journals/Publications documentation which may be approved by the Academic council.

- 16.5** The Process of selection of Associate Professor should involve inviting the Bio-data with the Performance Appraisal system format developed by the respective Universities based on the guidelines developed in the UGC regulations and reprints of three major publications of the candidates. They need to be provided to the subject experts for assessment before the interview. The evaluation score of the publications provided by the experts shall be collated with the API scores of IQUC while finalizing the outcome of selection.

- 16.6** The process of selection of Professor shall involve inviting the bio-data with the Performance Appraisal System format developed by the respective universities based on the guidelines developed in the UGC Regulations and reprints of five major publications of the candidates. They need to be provided to the subject experts for assessment before the interview. The evaluation score of the publications provided by the experts for assessment before the interview. The evaluation score of the publications provided by the experts shall be collated with the API scores of IQAC while finalizing the outcome of selection.

In the case of selection of Professors who are from outside the academic stream, the Universities shall lay down clear and transparent procedures so that only outstanding professionals who can contribute substantially to the University knowledge system are


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selected in any discipline as per requirement. The IQAC of the University shall prepare the format for placement and approval by the Academic council.

16.7 The Academic Performance Indicator (API) scoring system in the process of selection of Principal should involve the following:

- a) Assessment of aptitude for teaching, research and administration.
- b) Ability to communicate clearly and effectively.
- c) Ability to plan, analysis and discuss curriculum development, research problems and college development/Administration.
- d) Ability to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a classroom situation by a lecture.
- e) Analysis of the merits and credentials of the candidates on the basis of the Performance Based Appraisal System (PBAS) guidelines developed by the affiliating University based on the UGC Regulations.

16.8 In the selection process for posts involving different nature of responsibilities in certain disciplines/areas, such as Physical Education 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 University while developing API based PBAS methodology for both direct recruitment and CAS promotions. The IQAC of the University shall prepare the format for placement and approval by the Academic council.

16.9 Internal Quality Assurance Cell (IQAC) of the University with the Vice-Chancellor as Chairperson shall act as the documentation and record-keeping Cell for the institution including assistance in the development of the API based PBAS methodology outlined in the UGC Regulations. It may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines.

16.10 A Teacher working in University Department or Constituent college under UGC pay scale package, whom wishes to be considered for promotion under CAS may submit his/her application in Performance Based Appraisal System developed by IQAC based on API scores/UGC directives issued from time to time, three months in advance of the due date, that he/ she should ensure that, all qualifications under CAS are completely fulfilled before submitting the application to the University. In order to avoid delays in holding selection Committees meetings for CAS promotions, the University/Constituent College should immediately initiate the process of screening/selection and complete the process within 6 months from the date of application.

16.11 Candidates who do not fulfill the minimum score requirement under the API scoring System proposed in the UGC Regulations or UGC directives issued from time to time or

those who obtain less than 50% in the expert assessment of these selection process will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has been successfully got re-assessed.

- 16.12** The minimum norms of selection committees and selection procedures as well as API scores requirements for the above carders either through direct recruitment or through Career Advancement Schemes Regulations shall be basically similar. However, since teachers recruited directly can be from different backgrounds and institutions, the specific guidelines provided by UGC for teachers of different cadres shall be followed.
- 16.13** While the API Tables I and III of UGC Regulations shall also be applicable to the selection of Professors /Associate Professors/Assistant Professors; Directors/Deputy Directors/Assistant Directors of Physical Education; Librarians/Deputy Librarians and Assistant Librarians for both direct recruitment as well as Career Advancement Promotions, the ratio/percentage of minimum requirement of category-wise API Score to each of the cadres for University teachers and for UG/PG College teachers as given in Table II(a and b) of Appendix III of the UGC Regulations are applicable, which are .
- 16.14** The API based system through the PBAS format for CAS promotions is to be implemented only in a Prospective manner from the academic year 2009-10 initially based on the annualized API scores earned by the teachers as depicted in Table II(a) and Table II(b) of the UGC Regulations. This annual API scores can be compounded prospectively as and when the teachers become eligible for CAS promotion to the next cadre with the multiplication factor of years of service required to apply for CAS promotion (e.g. if a teacher is eligible for CAS promotion in 2009, one-year API score of 2008-09 only is required; If a teacher is eligible for CAS promotion in 2010, then 2 years API scores of 2008-09 and 2009-10cumulatively would be required and so on).
- 16.15** The selection committee specifications as delineated in sections 5.1.0 to 5.1.7 of the UGC Regulations are applicable to all direct recruitments of Faculty Positions and Career Advancement promotions of Assistant Professor with AGP of Rs 8000 to Associate Professor with AGP of Rs. 9000and to that of Associate Professor to Professor with AGP of Rs. 10,000.
- 16.16** CAS promotions of Assistant Professors from one AGP to the higher AGP shall be Conducted by a "Screening Cum Evaluation Committee" adhering to the norms laid out as API and PBAS in Table I to III of Appendix-III (as applicable) of the UGC Regulations, which are mentioned in Annexures.
- 16.17** The "Screening Cum Evaluation Committee" for CAS promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education from one AGP to the other higher AGP shall consist of:


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16.18 For University Teachers:

- (a) The Vice Chancellor as the Chairperson of the Selection Committee.
- (b) The Dean of the concerned Faculty.
- (c) The Chairperson of Department/Chairperson of the School/Centre/Director/Co-ordinator.
- (d) One subject expert in the concerned subject nominated by the Vice Chancellor from the University panel of experts.
- (e) The Registrar of the University shall be the Member Secretary as per Section 53(3) of the KSU Act 2000.

16.19 The Screening cum Evaluation Committee on verification/evaluation of API score secured by the candidate through the 'PBAS' methodology designed by the respective University based on the UGC Regulations and as per the minimum requirement specified in Tables II & III thereof for each of the cadre of Assistant Professor, shall recommend to the Syndicate/Executive Council of the University about the suitability of the promotion of the candidate(s) under CAS for implementation.

16.20 All the selection procedures outlined above shall be completed on the day of the selection committee meeting, wherein the Minutes are recorded along with scoring and recommendation made on the basis of merit and duty signed by all members of the selection committee. The IQAC of the University shall prepare the format for placement and approval by the Academic council.

16.21 CAS promotions being personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.

16.22 The incumbent teacher must be on the role and active service of the University/Colleges from the date of eligibility/consideration by the Selection Committee for selection/CAS Promotion.

17. SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURES:

17.1. The Academic Performance Indicator (API) systems in the process of selection should involve the following:

- a) Assessment of aptitude for teaching, research and Administration.
- b) Ability to communicate clearly and effectively.
- c) Ability to plan, analyses and discuss curriculum development, research problems and College development/Administration.
- d) Ability to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a classroom situation by a lecture.


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- e) Analysis of the merits and credentials of the candidates on the basis of the performance Appraisal Scoring System guidelines developed by the University.

NOTE: For direct Recruitment of TEACHERS, LIBRARIANS, PHYSICAL EDUCATION DIRECTORS AND OTHER ALLIED POSTS IN THE UNIVERSITY OF MYSORE the guide lines shown in Annexure shall be followed.

17.2 Selection Procedures:

UGC guidelines and stages of Promotion of Teachers under CAS

A. Assistant Professor: Promotion from stage-I to stage-II (with AGP Rs. 7000

- i. Successful completion of Four Years as Assistant Professor with Ph.D.

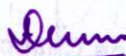
OR

Successful completion of Five Years as Assistant Professor with M.Phil.

OR

Successful completion of six years as Assistant Professor without M.Phil./Ph.D.

- ii. Satisfactory fulfillment of API based PBAS conditions as prescribed by the UGC from time to time.
- iii. Vide UGC Letter No.DO/F.12-1/2010(PS) Dated 17th August, 2015 An Assistant Professor with completed Service of four years, possessing Ph.D. Degree in the relevant discipline shall be eligible, for moving to AGP of Rs. 7000.
- iv. It is clarified that an Assistant professor who completes Ph.D. or MPhil. Degree within four or five years from the date of his/her appointment shall also be eligible for moving from the AGP of R.6000/-to AGP of Rs.7000 after completion of four and five years of his/her service respectively. Further, if the incumbent acquires Ph.D./MPhil. After completion of four years of service/five years of service and before six years of service respectively, he/she shall be eligible to move to stage II (AGP Rs.7000) from the date of award of Ph.D. and M.Phil. degree subject to the fulfillment of other conditions stipulated in UGC Regulations (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2010, for the same provided that the Ph.D./M.Phil. Degree awarded by the University is in the relevant


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subject, following the process of admission, registration, course work and external evaluation as per above Regulations.

- v. However, the claim of advance increments for possessing Ph.D./M.Phil. degrees as mentioned above shall be strictly as per clause 9.4(I) and 9.7 of schedule for clause 6.8.0 of UGC Regulations, 2010.

**B. Assistant Professor: Promotion from Stage-II to Stage-III.
(Pay band III with AGP Rs. 8000)**

- i. Successful completion of Five Years' Experience in stage II.
- ii. Satisfactory fulfillment of API based PBAS conditions as prescribed by the UGC from time to time.

**C. Assistant Professor to Associate Professor from stage-III to Stage-IV.
(Pay band IV with AGP Rs. 9000)**

- i. Ph.D. Degree in relevant discipline.
- ii. Successful completion of three years of experience in stage III.
- iii. Satisfactory fulfillment of API based PBAS conditions as prescribed by the UGC from time to time.

**D. Associate Professor to Professor from Stage-IV to Stage-V
(Pay band IV with AGP Rs.10000)**

- i. Ph.D. Degree in relevant discipline.
- ii. Successful completion of three years' of experience as Associate Professor in stage IV/direct entry.
- iii. Satisfactory fulfillment of API based PBAS conditions as prescribed by the UGC from time to time.

17.3 The University shall include at least one of the subject experts on the selection committees for both direct recruitment and career advancement scheme. The expert from the UGC Website (or from the list of experts approved by the University in case the experts on the UGC website is not available) in the CAS promotion committees shall act both as a subject expert as well as UGC nominee/observer of the CAS promotion process.

17.4 In order to avoid delays in holding selection committees in various positions under CAS, the University shall start the process at least three months before a teacher becomes eligible for promotion under CAS. The concerned faculty may also initiate the process by submitting the Performance Appraisal form duly supported by all credentials as per the API and Weightage Points (WP) guidelines developed in the UGC Notification.

17.5 As from 11.07.2009 the teaching staffs who have not acquired the revised UGC prescribed qualifications are not entitled for availing the benefit of revised scheme


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unless they acquire the said qualifications and till they shall continue to be in the pre-revised UGC scales or the state scale as the case may be.

17.6 The fresh recruits after 11.07.2009 made by validly constituted Selection Committees, Boards of Appointment of Universities, Teachers who do not possess NET/SLET/Ph.D. through course work, shall be on probation for a period of two years; their satisfactory declaration of the period of probation be made dependent on their acquiring these qualifications and they will draw salary in the existing scale of pay, viz., Rs. 8000-13500 during the period of probation. Failure to acquire NET/SLET/Ph.D. will debar them from continuing in the service after the period of probation.

17.7 To maintain Quality, Relevance Excellence and Inclusiveness, teachers going on deputation to other jobs except those related to education management and research cannot carry forward their UGC pay scales. However, they can do so by accepting the state pay scale.

18. INCREMENTS

18.1 Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant pay Band and the AGP as applicable for the stage in the pay Band.

18.2 Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant pay band and the AGP as applicable and shall be non-compoundable.

18.3 The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of regulation of increment on promotion from lower Pay scale to higher pay scale; however, in view of the considerable raise in effective pay between the two pay bands, there shall be no additional increment on movement from the pay band of Rs.15600-39100 to the pay band of Rs.37400-67000.

19. COUNTING OF PAST SERVICE

Previous regular service, whether national or international, without any break as Asst. Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other Scientific Organizations such as CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT etc., should be counted for placement of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described as per Appendix-III Table No. II (a) II (b) of UGC Regulations provided that:

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

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

19.3 The candidate for direct recruitment has applied through proper channel only.


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19.4 The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be. The post was filled in accordance with the prescribed selection procedure as laid down in the regulations of University / State Government / Central Government/ Concerned institutions for such appointments.

The previous appointment was not as guest lecturer for any duration, or an ad hoc or in a leave vacancy of less than one-year duration. Ad hoc or temporary service of more than one-year duration can be counted provided that:

- i. The period of service was of more than one year duration.
- ii. The incumbent was appointed on the recommendation of duly constituted selection committee: and
- iii. The incumbent was selected to the permanent post in continuation to the ad hoc or temporary service, without any break.

No distinction should be made with reference to the nature of management of the institution where previous service was rendered (Private/Local/body/ Government), while counting past services under this clause.

20. PERIOD OF PROBATION AND CONFIRMATION

The minimum period of probation shall be two years for direct recruitment in terms of rules / regulations governing the conditions of service, extendable by a maximum period of one more year in case of unsatisfactory performance.

21. TEACHING DAYS

The Universities/Colleges must adopt at least 180 working days, i.e., there should be a minimum of 30 weeks of actual teaching in a 6-days week. Of the remaining period, 12 weeks may be devoted to admission and examination activities, a non-instructional days (e.g. for 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 equivalent of 30 weeks with a 6-day week. The above is summarized as follows:

Number of weeks

Activities	University	College
	Six days/week	Six days/week
Teaching/Learning process	30 weeks(180days)	30 weeks (180 days)
Admissions/Examinations preparation for examination	12	10
Vacation	8	10
Public Holidays (to increase & adjust teaching days according)	2	2
TOTAL	52 weeks	52 weeks

22. WORK LOAD

- 22.1. The workload of the Teachers in full employment should not be less than 40 Hours a week for 30 working weeks (180 teaching days) in an academic year. It should be necessary for the teacher to be available for at least 5 hours daily in the University/College for which necessary space and infrastructure should be provided by the University/College. Direct teaching hours should be as follows:

Assistant Professor	- 16 hours
Associate Professor & Professor	- 14 hours

- 22.2 A relaxation of two hours in the workload may, however, be given to Professor/Associate Professor who are actively involved in research, extension and administration. A minimum of 6 hours per week may have to be allocated for research activities of the teacher.

23. SERVICE AGREEMENT

At the time of recruitment in Universities, Government Colleges and aided Colleges, every Asst. Professor, Librarian, Director of Physical Education, shall execute a service agreement signed between themselves and the University/Department of Higher Education. The self-appraisal of performance OR any other performance report shall form a part of the service agreement.

24. CODE OF PROFESSIONAL ETHICS

The University shall evolve its own Professional ethics in addition to the conduct rules statutes after full discussion in the academic bodies in consultation with associations and incorporate the same in its Act/ordinances/statutes as the case may be for strict observance by the academic faculty.

25. ACCOUNTABILITY

- (a) The self-appraisal of performance should be adopted as a mandatory part of the Career Advancement Scheme and should be implemented with the revised pay scales within the time frame of one year, if not already implemented. The Academic performance Indicator(API) and Weightage Points(WP) shall be taken into account and shall incorporate transparent and credible methodology of analysis of the merits and credentials of the teachers,
- (b) The University shall implement the scheme of student evaluation of teachers as a method of assessment.

26. ANOMALIES

Anomalies and disparities, if any, in the implementation of the revised UGC pay scales should be brought to the notice of the state Government which will consider them in consultation with the UGC.


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27. NON-APPLICATION OF UGC PAY SCALE

The Government shall not extend the revised UGC pay scales to any of the employees, except those having coverage under this order and who possess the requisite qualification and the revised pay scale shall be extended only after due verification of the required qualification by the Department. Further revision is applicable to the qualified teaching staff presently drawing UGC pay scales subject to the conditions stipulated in this order.

28. ADOPTION CLAUSE

Any UGC/Government Order/Regulation in respect of recruitment /promotion issued from time to time shall be adopted and the same supersedes the existing provisions.

29. SAVING CLAUSE

Any matter related to Recruitment/Promotion of Teachers /Librarians /Physical Education Directors and other Allied posts of the University of Mysore not covered under this statute shall be done as decided by the syndicate.

30. REPEAL CLAUSE

Consequent on approval of this Statutes the existing Statutes titled "STATUTES RELATING TO DIRECT RECRUITMENT AND CAREER ADVANCEMENT SCHEME AND MISCELLANEOUS PROVISIONS TO IMPLEMENT THE REVISED SIXTH UGC PAYSCALES TO GRADUATE AND POST GRADUATE TEACHERS, PRINCIPALS OF THE CONSTITUENT COLLEGES, LIBRARIANS AND PHYSICAL EDUCATION DIRECTORS IN THE UNIVERSITY OF MYSORE" stands repealed.

ENCLOSURES TO THE STATUTES

PROCEDURE AND INDICATORS OF CALCULATION OF API FOR TEACHING STAFF, PHYSICAL EDUCATION STAFF AND LIBRARIANS (AS PER UGC GUIDELINES 2016)	Annexure – I	Academic Performance Indicators for Career Advancement Scheme promotions for Assistant Professors, Associate Professors, Professors and for Direct recruitment of Assistant Professors, Associate Professors, Professors in the University and Colleges
	Annexure – II	Academic Performance Indicators for Career Advancement Scheme promotions for Assistant Directors of Physical Education & Sports and for Direct Recruitment of Deputy Director and Director of Physical Education & Sports in the University.
	Annexure – III	Minimum Academic Performance Indicators for Career Advancement Scheme promotions for Assistant/College Librarian and Deputy Librarian and weightages for expert assessment in Selection Committees in University and Colleges.
GOVERNMENT OF KARNATAKA GUIDELINES FOR RECRUITMENT OF UNIVERSITY FACULTIES VIDE CIRCULAR NO. ED 136 UNE 2017 Dated 17-07-2017	Annexure – IV	-


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VAJUBHAI VALA
CHANCELLOR


Vice Chancellor
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ANNEXURE – I

TABLE I

ACADEMIC PERFORMANCE INDICATORS (API) FOR CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS FOR ASSISTANT PROFESSOR, ASSOCIATE PROFESSOR AND PROFESSOR AND FOR DIRECT RECRUITMENT OF ASSOCIATE PROFESSOR AND PROFESSOR IN UNIVERSITIES AND COLLEGES.

	Direct Teaching Hours per week
Assistant Professor	16
Associate Professor	14
Professor	14

Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; domain knowledge; (b) participation in examination and evaluation; and (c) contribution to innovative teaching, new courses etc. The minimum API score required by teachers from this category is different for different levels of promotion. The self-assessment score should be based on objectively verifiable records. It shall be finalized by the screening cum evaluation / selection committee. Universities may detail the activities, in case institutional specificities require, adjust the weightages without changing the minimum total API scores required under this category.

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Category	Nature of Activity	Assistant Professor		Associate Professor		Professor	
		Max. Score	Actual Score	Max. Score	Actual Score	Max. Score	Actual Score
I	a. Direct Teaching	70	Actual hours spent per academic year $\div 7.5$	60	Actual hours spent per academic year $\div 7.75$	60	Actual hours spent per academic year $\div 7.75$
	b. Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment	20	Actual hours spent per academic year $\div 10$	20	Actual hours spent per academic year $\div 10$	10	Actual hours spent per academic year $\div 10$


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	c. Innovative Teaching - learning methodologies, updating of subject contents/courses, mentoring etc.	10	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10	20	Actual hours spent per academic year ÷ 10
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NOTE:

1. Direct Teaching 16/14/14 hours per week include the Lectures / Tutorials / Practicals /Project Supervision/Field Work. .
2. University may prescribe minimum cut-off, say 75%, below which no scores may be assigned in these sub-categories.
3. In consonance with established academic and teaching traditions, and with a view to reinforcing a student-centric and caring approach the teachers are encouraged to work with students, beyond the structure of classroom teaching. Indicatively, this could entail mentoring, guiding and counseling students. In particular teachers would be the best placed to identify and address the needs of students who may be differently abled, or require assistance to improve their academic performance, or to overcome a disadvantage. There are no prescribed hours for such efforts, measured either in weeks or months, or in the context and calculation of the API scores, these are nevertheless important and significant activities that could be carried out by teachers.

CATEGORY II: PROFESSIONAL DEVELOPMENT, CO-CURRICULAR AND EXTENSION ACTIVITIES

Based on the teacher's self-assessment, Category II API scores are proposed for Professional development, co- curricular and extension activities; and related contributions. The minimum API required by teachers for eligibility for promotion is fixed in Table II (A). A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and selection committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages without changing the minimum total API score required under this category.


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Category II	Nature of Activity	Maximum API Score	Actual score
a.	Student related co-curricular, extension and field based activities.	15	Actual hours spent per academic year \div 10
	i. Discipline related co-curricular activities (e.g. remedial classes, career counselling, study visit, student seminar and other events.) ii. Other co-curricular activities (Cultural, Sports, NSS, NCC etc.) iii. Extension and dissemination activities (Public / Popular Lectures / talks / seminars etc.)		
b.	Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities. i. Administrative responsibility (including as Dean / Principal / Chairperson / Convener / Teacher-in-charge/similar other duties that require regular office hrs for its discharge) ii. Participation in Board of Studies, Academic and Administrative Committees	15	Actual hours spent per academic year \div 10
c.	Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures in refresher / faculty development courses, dissemination and general articles and any other contribution)	15	Actual Hours spent per academic year \div 10


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CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API scores required for teachers from this category are different for different levels of promotion in universities and colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and Selection Committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

Category	Activity	Faculty of Sciences / Engineering / Agriculture / Medical / Veterinary Sciences	Faculties of Languages / Humanities / Arts / Social Sciences / Library / Physical education / Management	Maximum score for University / College teacher*
III(A)	Research Papers published in:	Refereed Journals as notified by the UGC#	Refereed Journals as notified by the UGC#	25 per Publication
		Other Reputed Journals as notified by the UGC#	Other Reputed Journals as notified by the UGC #	10 per Publication
III(B)	Publications other than journal articles (books, chapters in books)	Text/Reference, Books published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	30 per Book for Single Author
		Subject Books, published by National level publishers, with ISBN/ISSN number or State/Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC.	Subject Books, published by National level publishers, with ISBN/ISSN number or State /Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC.	20 per Book for Single Author
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	15 per Book for Single Author


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		Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	International –10 per Chapter National – 5 per Chapter
III (C) RESEARCH PROJECTS				
III (C) (i)	Sponsored Projects	(a) Major Projects with grants above Rs. 30 lakhs	Major Projects with grants above Rs. 5 lakhs	20 per Project
		(b) Major Projects with grants above Rs. 5 lakhs up to Rs. 30 lakhs	Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	15 per Project
		(c) Minor Projects with grants above Rs. 1 lakh up to Rs. 5 lakhs	Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	10 per Project
III (C) (ii)	Consultancy Projects	Amount mobilized with a minimum of Rs.10 lakhs	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs.10 lakhs and Rs.2 lakhs, respectively
III (C) (iii)	Projects Outcome / Outputs	Patent / Technology transfer / Product / Process	Major Policy document prepared for international bodies like WHO/UNO/ UNESCO/UNICEF etc. Central / State Govt./ Local Bodies	30 for each International / 20 for each national level output or patent. Major policy document of International bodies – 30 Central Government – 20, State Govt.-10 Local bodies – 5
III(D) RESEARCH GUIDANCE				
III(D) (i)	M.Phil.	Degree awarded	Degree awarded	5 per candidate
III(D) (ii)	Ph.D.	Degree awarded / Thesis submitted	Degree awarded / Thesis submitted	15/10 per candidate


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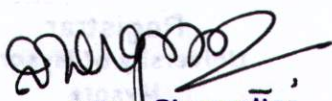

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III E	Fellowships, Awards and Invited lectures delivered in conferences / Seminars			
III (E) (i)	Fellowship / Awards	International Award / Fellowship from academic bodies	International Award / Fellowship from academic bodies/associations	15 per Award / 15 per Fellowship
		National Award/Fellowship from academic bodies	National Award/Fellowship from academic bodies/ associations	10 per Award / 10 per Fellowship
		State/University level Award from academic bodies	State/University level Award from academic bodies/ associations	5 Per Award
III(E) (ii)	Invited lectures / papers	International	International	7 per lecture / 5 per paper presented
		National level	National level	5 per lecture / 3 per paper presented
		State/University level	State/University level	3 per lecture / 2 per paper presented
The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period.				
III(F)	Development of e-learning delivery process/material			10 per module

* Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 - by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 20 points; (v) papers with impact factor above 10 by 25 points. The API for joint publications shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the "List of Journals" notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-moto, recommend journals for inclusion in the "List of Journals". The clause 6.0.5 (i) will be strictly followed by the University.


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ANNEXURE-I

TABLE - II (A)

MINIMUM APIS AS PROVIDED IN APPENDIX - III TABLE I TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS AND COLLEGES, AND WEIGHTAGES FOR EXPERT ASSESSMENT

Category	Activity	Assistant Professor / equivalent cadres: (Stage 1 to Stage 2)	Assistant Professor / equivalent cadres: (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Assoc. Professor / equivalent cadres (Stage 4)	Associate Professor (Stage 4) to Professor / equivalent cadres (Stage 5)	Professor (Stage 5) to Professor (Stage 6)
I	Teaching-learning, Evaluation Related Activities	80/Year	80/year	75/year	70/year	70/year
II	Professional Development and Extension activities - Minimum score required to be assessed cumulatively	50 Assessment period	50 / Assessment period	50 / Assessment period	50 / Assessment period	100 / Assessment period
III	Research and Academic Contributions- Minimum Score required - to be assessed cumulatively	20 / Assessment period	50 / Assessment period	75 / Assessment period	100 / Assessment period	400 / Assessment period
II + III	Minimum total API score under Categories II and III*	90 / Assessment period	120 / Assessment period	150 / Assessment period	180 / Assessment period	600 / Assessment period
IV	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee	Selection Committee	Expert Committee


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V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores	No separate points. Screening Committee to verify API scores	30% - Research Contribution 50% - Assessment of domain knowledge & teaching practices. 20% - Interview performance	50% - Research Contribution. 30% - Assessment of domain knowledge & teaching practices. 20% - Interview performance	50% - Research Contribution 50%- Performance evaluation and other credential by referral procedure
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* Teachers may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II + III.


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ANNEXURE- I

TABLE - II(B)

Minimum Scores for APIs for direct recruitment of teachers in university departments / Colleges and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

	Assistant Professor (Stage 1)	Associate Professor (Stage 4)	Professor (Stage 5)
Minimum API Scores	Minimum Qualification as stipulated in these regulations	Consolidated API score requirement of 300 points from categories II & III of APIs (cumulative)	Consolidated API score requirement of 400 points from categories II & III of APIs (cumulative)
Selection Committee criteria / weightages (Total Weightages = 100)	a) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge & Teaching Skills (30%) c) Interview performance (20%)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%) c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance: (20%)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%). c) Assessment of Domain knowledge and Teaching Skills (20%). d) Interview performance:(20%)


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ANNEXURE-I

TABLE: III

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF TEACHERS IN UNIVERSITIES AND COLLEGES

Sl. No.	Promotion of Teachers through	Service requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Professor/ equivalent cadres from Stage 1 to Stage 2	Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M.Phil / PG Degree in Professional Courses such as LLM, M.Tech, M.V.Sc., M.D., or six years of service who are without Ph.D/M.Phil / PG Degree in Professional courses	<ul style="list-style-type: none"> i. Minimum cumulative API scores using PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A). ii. One Orientation and one Refresher / Research Methodology Course of 2/3 weeks duration. iii. Screening cum Verification process for recommending promotion.
2.	Assistant Professor/ equivalent cadres from Stage 2 to Stage 3	Assistant Professor with completed service of five years in Stage 2.	<ul style="list-style-type: none"> i. Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II(A) ii. One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration. iii. Screening cum Verification process for recommending promotion.


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3.	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professors with three years of completed service in Stage 3.	<ul style="list-style-type: none">i. Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A).ii. At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication may be given to M.Phil. holders and an exemption of two publications may be given to Ph. D. holders.iii. One course / programme from among the categories of methodology workshops, Training, Teaching-Learning - Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration.iv. A selection committee process as stipulated in the regulation and in Tables II(A).
4.	Associate Professor (Stage 4) to Professor (Stage 5)	Associate Professor with three years of completed service in Stage 4.	<ul style="list-style-type: none">i. (i)Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A). Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.ii. A minimum of five publications since the period that the teacher is placed in stage 3.iii. A selection committee process as stipulated in the regulation and in Tables II (A).


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5.	Professor (Stage 5) to Professor (Stage 6).	Professor with ten years of completed service (Universities only)	<ul style="list-style-type: none">i. Minimum cumulative API scores for the assessment period as per the norms provided in Table II (A).ii. Additional credentials are to be evidenced by: (a) post- doctoral research outputs of high standard; (b) awards / honours / recognitions / patents and IPR on products and processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.D., etc.,iii. A review process by an Expert Committee as stipulated in this regulation and in Tables II (A).
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ANNEXURE-II

TABLE I

ACADEMIC PERFORMANCE INDICATORS (API) FOR CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF ASSISTANT DIRECTOR OF PHYSICAL EDUCATION & SPORTS AND FOR COLLEGE DIRECTOR OF PHYSICAL EDUCATION & SPORTS AND FOR DIRECT RECRUITMENT OF DEPUTY DIRECTOR AND DIRECTOR OF PHYSICAL EDUCATION & SPORTS IN UNIVERSITIES.


Direct Workload and weightage to be given to different levels of Physical Education Personnel

	Direct working hours per week	Weightage
Assistant Director of Physical Education	40	100
Deputy Director of Physical Education	36+4*	90
Director of Physical Education	32+8*	80

Based on the Physical Education Personnel's self-assessment, API scores are proposed for (a) Lecture cum practice based athlete / sports classes coaching and training related activities; (b) Organizing and conducting sports and games competitions and management related activities; and (c) upgradation of sports infrastructure and extension services etc. The minimum API score required by Physical Education Personnel from this category is different for different levels of promotion. The self assessment score should be based on objectively verifiable records. It shall be finalized by the screening cum evaluation / selection committee. Universities may detail the activities, in case institutional specificities require, adjust the weightages without changing the minimum total API scores required under this category.

***Hours spent on administrative responsibilities, innovation, upgradation of services, extension services etc.**


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**CATEGORY I: TEACHING, TRAINING, COACHING, SPORTS PERSON
DEVELOPMENT AND SPORTS MANAGEMENT ACTIVITIES**

Nature of Activity	Assistant Director / College Director		Deputy Director		Director	
	Max. Score	Actual Score	Max. Score	Actual Score	Max. Score	Actual Score
a) Lecture cum practice based athlete / sports classes, seminars undertaken as per allotted hours /organizing and conducting coaching camps / sports person development / training programmes (50 Points) Identifying sports talents and Mentoring sports excellence among students (20 Points) Development and maintenance of play fields, purchase and maintenance of other sports facilities (10 Points)	80	Actual hours spent per academic year ÷ 17.5	70	Actual hours spent per academic year ÷ 17.25	60	Actual hours spent per academic year ÷ 16.75
b) Management of Physical Education & Sports Program for students (planning, executing and evaluating the policies in physical education & Sports) (10 Points) Organizing and conducting sports and games competitions at the International / National / State / Inter University/Inter Zonal Levels (10 Points)	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10
c) Upgradation of scientific and technological knowledge in Physical Education and Sports (10 Points) Extending services, sports facilities and training on holidays to the institutions and organizations (10 Points)	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10


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CATEGORY II: PROFESSIONAL DEVELOPMENT, CO-CURRICULAR AND EXTENSION ACTIVITIES

Based on the Physical Education Cadre's self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Director of Physical Education / College Director of Physical Education & Sports to higher grades and selection committee for the promotion of Assistant DPE&S to Deputy DPE&S and for direct recruitment of Deputy DPE&S and DPE&S.

The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages without changing the minimum total API score required under this category.

Nature of Activity	Maximum API Score	Actual score
a. Student related co-curricular, extension and field based activities i. Discipline related co-curricular activities (Cultural, Sports, NSS, NCC etc.) (various levels of intramural and extramural programmes) ii. Extension and dissemination activities (public / popular lectures/talks/seminars etc.)	15	Actual hours spent per academic year \div 10
b. Contribution to Corporate life and management of the sports units and institution through participation in sports and administrative committees and responsibilities (including as Principal / Director / Convener / similar other duties that require regular office hrs for its discharge)	15	Actual hours spent per academic year \div 10
c. Professional Development activities (such as participation in seminars, conferences, short term training courses, camps & events, talks, lectures in refresher / faculty development courses, membership of associations, dissemination and general articles and any other contribution)	15	Actual hours spent per academic year \div 10


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CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the self-assessment, API scores are proposed for research and sports contributions. The minimum API scores required from this category are different for different levels of promotion in universities/colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Director of Physical Education & Sports to higher grades and Selection Committee for the promotion of Assistant Director of Physical Education & Sports to Deputy Director of Physical Education & Sports and for direct recruitment of Deputy Director of Physical Education & Sports and Director of Physical Education & Sports.

Category	Activity	Faculties of Physical Education & Sports	Max. Score for University/College DPE*
III (A)	Research Publications in	Refereed Journals as notified by the UGC#	25 per Publication
		Other Reputed Journals as notified by the UGC#	10 per Publication
III (B)	Publications other than journal articles (books, chapters in books)	Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	30 per Book for Single Author
		Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC.	20 per Book for Single Author
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	15 per Book for Single Author
		Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	International –10 per Chapter National – 5 per Chapter


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III (C)	RESEARCH PROJECTS		
III (C) (i)	Sponsored Projects	Major Projects with grants above Rs. 5 lakhs	20 per Project
		Major Projects with grants above Rs.3 lakhs up to Rs. 5 lakhs	15 per Project
		Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	10 per Project
III (C) (ii)	Consultancy Projects	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs.2 lakhs
III (C) (iii)	Projects Outcome / Outputs	Major Policy document prepared for international bodies like WHO / UNO / UNESCO / UNICEF etc. Central / State Govt./Local Bodies	Major policy document of International bodies – 30 Central Government – 20, State Govt.-10 Local bodies – 5
III (D)	RESEARCH GUIDANCE		
III(D) (i)	M.Phil.	Degree awarded	5 per candidate
III(D)(ii)	Ph.D.	Degree awarded / Thesis submitted	15 / 10 per candidate 10 per candidate
III E	Awards / Fellowships/Invited lectures delivered / papers presented in conferences / seminars		
III(E) (i)	Award / Fellowship	International Award/Fellowship from Govt./recognized International Sports Bodies/International Sports Organizations	15 per Award / 15 per Fellowship
	Award / Fellowship	National Award/Fellowship from Govt./recognized National Sports Bodies/National Sports Organizations	10 per Award / 10 per Fellowship
	Award/ Fellowship	State / University Award/Fellowship from Govt./recognized State Sports Bodies/State Sports Organizations	5 Per Award

III(E) (ii)	Invited lectures / paper presented	International National level	7 per lecture / 5 per paper presented
			5 per lecture / 3 per paper
		State/University level	3 per lecture / 2 per paper
The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period			
III(E) (iii)	Development of e-learning delivery process/material		10 per module

* Wherever relevant, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 - by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 20 points; (v) papers with impact factor above 10 by 25 points. The API for joint publications/books shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor of the teacher would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the "List of Journals" notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-moto, recommend journals for inclusion in the "List of Journals". The clause 6.0.5 (i) will be strictly followed by the University.


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ANNEXURE II

TABLE - II

MINIMUM APIs AS PROVIDED IN ANNEXURE- III TABLE I TO BE APPLIED FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF ASSISTANT/COLLEGE DIRECTOR AND DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES, IN UNIVERSITIES AND COLLEGES

Category	Activity	Assistant / College Director of Physical Education (Stage 1 to Stage 2)	Assistant / College Director of Physical Education (Stage 2 to Stage 3)	Assistant/ College Director of Physical Education (Stage 3) to Deputy/College Director of Physical Education (Stage 4)	Deputy Director of Physical Education (Stage 4) to Director of Physical Education (Stage 5)
I	Teaching, training, coaching, sports	80/Year	80/year	75/year	70/year
II	Professional Development and Extension activities - Minimum score required to be	50/ Assessme nt period	50 / Assessme nt period	50 / Assessment period	50 / Assessment period
III	Research and Academic Contributions - Minimum score required - to be	20 / Assessme nt period	50 / Assessme nt period)	75 / Assessment period	100 / Assessment period
II + III	Minimum total API score under Categories II and III*	90 / Assessment period	120 / Assessment period)	150 / Assessment period	180 / Assessment period
	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee	Selection Committee

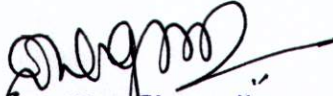

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V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening Committee to verify API scores	No separate points. Screening Committee to verify API scores	30%- Research contribution 50% Assessment of domain knowledge teaching practices. 20%- Interview performance	50%- Research contribution. 30%- Assessment of domain knowledge and teaching practices. 20 %- Interview performance
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*** One may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II + III.**


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ANNEXURE-II

TABLE - III

Minimum Scores for APIs for direct recruitment of Physical Education Cadres in Universities/Colleges, and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

	Assistant DPE (Stage)	Deputy DPE (Stage 4)	DPE (Stage 5)
Minimum API Scores	Minimum Qualification as stipulated in the regulations	Consolidated API score requirement of 300 points from categories II & III of APIs (cumulative)	Consolidated API score requirement of 400 points from categories II & III of APIs (cumulative)
Selection Committee criteria / weightages (Total Weightages = 100)	a) Track Record of championship won (30%) b) Sports and athletic skills (40%) c) Interview performance (30%)	a) Research papers (3 no.s) evaluation: (40%) b) Organizational skills / Plans of sports (30%) c) Interview performance (30%)	a) Research papers (5 nos) evaluation (50%) b) Organisational track vision plan: (25%) c) Interview performance (25%)


ANNEXURE-II

TABLE IV

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF PHYSICAL EDUCATION CADRES IN UNIVERSITIES AND COLLEGES

Sl. No.	Promotion of Physical Education Cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant DPE/ College DPE to Assistant DPE (Senior Scale) / College DPE (Senior Scale) (Stage 1 to Stage 2)	Assistant DPE / College DPE completed four years of service in Stage 1 with Ph.D. or five years of service with M.Phil. or six years of service without Ph.D./ M.Phil	i. Minimum cumulative API scores using PBAS scoring proforma developed by the UGC as per the norms provided in Table V (A). ii. One Orientation and one Refresher / Research Methodology Course of 3/4 weeks duration. iii. Screening cum Verification process for recommending promotion.


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2.	Assistant DPE (senior scale) / College DPE (senior scale) to Deputy DPE / Assistant DPE (selection grade) / College DPE (selection grade) (Stage 2 to Stage 3)	Assistant DPE (senior scale) College DPE (senior scale) with completed service of five years in Stage 2	<ul style="list-style-type: none"> i. Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table V(A) ii. One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 3/4 week duration. iii. Screening cum Verification process for recommending promotion.
3.	Assistant DPE (Selection Grade) / College DPE (Selection Grade) to Deputy DPE / College DPE (Selection Grade) (Stage 3 to Stage 4).	Assistant DPE (Selection Grade) / College DPE (Selection Grade) with three years of completed service in Stage 3.	<ul style="list-style-type: none"> i. Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table V(A). ii. At least three publications in the entire period as Assistant/College DPE (twelve years). However, in the case of College DPE, an exemption of one publication may be given to M. Phil. holders and an exemption of two publications may be given to Ph. D. holders. iii. Evidence of having produced. teams / athletes. iv. A selection committee process as stipulated in the regulation and in Tables V(A).
4.	University DPE (Stage 5) (For universities only)	Deputy DPE in universities with three years of completed service in Stage 4.	<ul style="list-style-type: none"> i. Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table V(A). Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required. ii. A minimum of five publications since the period the personnel is placed in stage 3 iii. Evidence of having produced. teams / athletes iv. A selection committee process as stipulated in the regulation and in Tables V(A).

NOTE: The explanatory note provided for Table IIA for CAS for teachers is also applicable for the Physical Director cadres as per the API score specified for this cadre.


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ANNEXURE - III

TABLE I

ACADEMIC PERFORMANCE INDICATORS (API) FOR PROMOTIONS OF ASSISTANT LIBRARIAN IN UNIVERSITIES / FOR COLLEGE LIBRARIAN UNDER CAREER ADVANCEMENT SCHEME (CAS) AND FOR DIRECT RECRUITMENT OF DEPUTY LIBRARIAN AND LIBRARIAN IN UNIVERSITIES.

Direct Work load and weightage to be given to different levels of Librarians

	Direct working hours per week	Weightage
Assistant Librarian/College	40	10
Deputy Librarian	36+4	90
Librarian	32+8	80

Based on the Librarian Cadre's self-assessment, API scores are proposed for (a) Library resources organization and maintenance of books, journals, reports, Development, organization and management of e-resources; User awareness and instruction programmes, (b) ICT and other new technologies' application for upgradation of library services and (c) Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms. The minimum API score required by Library Personnel from this category is different for different levels of promotion. The self assessment score should be based on objectively verifiable records. It shall be finalized by the screening cum evaluation / selection committee. Universities may detail the activities, in case institutional specificities require, adjust the weightages without changing the minimum total API scores required under this category.

***Hours spent on administrative responsibilities, innovation, upgradation of services, extension services etc.**

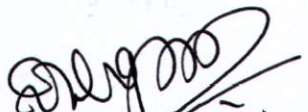

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CATEGORY I: Procurement, organization, and delivery of knowledge and information through Library services

Nature of Activity	Univ. Assistant Librarian/ College Librarian		Deputy Librarian		Librarian	
	Max. Score	Actual Score	Max. Score	Actual Score	Max. Score	Actual Score
<p>a) Library resources organization and maintenance of books, journals, reports; Provision of library reader-services, literature retrieval services to researchers and analysis of reports; Provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters, etc. (40 Points)</p> <p>Development, organization and management of e-resources including their accessibility over Intranet / Internet, digitization of library resources, e-delivery of information, etc (15 Points)</p> <p>User awareness and instruction programmes (Orientation lectures, users' training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources, etc. (15 Points)</p>	70	Actual hours spent per academic year ÷ 20	60	Actual hours spent per academic year ÷ 20	55	Actual hours spent per academic year ÷ 20


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b) ICT and other new technologies' application for upgradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management	15	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10
c).Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms	15	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10

CATEGORY II: PROFESSIONAL DEVELOPMENT, CO-CURRICULAR AND EXTENSION ACTIVITIES

Based on the Librarian Cadre's self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Librarian / College Librarian to higher grades and selection committee for the promotion of Assistant Librarian to Deputy Librarian and for direct recruitment of Deputy Librarian and Librarian.

The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages without changing the minimum total API score required under this category.


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Nature of Activity	Maximum API Score	Actual score
a) Student related co-curricular, extension and field based activities (such Cultural exchange and Library service Programmes (various level of extramural and intramural programmes); extension, library-literary work through different channels.	15	Actual hours spent per academic year ÷ 10
b) Contribution to Corporate life and management of the library units and institution through participation in library and administrative committees and responsibilities.	15	Actual hours spent per academic year ÷ 10
c) Professional Development activities (such as participation in seminars, conferences, short term, e- library training courses, workshops and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15	Actual hours spent per academic year ÷ 10


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CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the self-assessment, API scores are proposed for research and library contributions. The minimum API scores required from this category are different for different levels of promotion in universities/colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Librarian / College Librarian to higher grades and Selection Committee for the promotion of Assistant Librarian to Deputy Librarian and for direct recruitment of Deputy Librarian and Librarian.

Category	Activity	University/College Librarians	Max. Score *
III (A)	Research Publications in	Refereed Journals as notified by the UGC#	25 per Publication
		Other Reputed Journals as notified by the UGC	10 per Publication
III (B)	Publications other than journal articles (books, chapters in books)	Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	30 per Book for Single Author
		Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC.	20 per Book for Single Author
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	15 per Book for Single Author
		Chapters in Books, published by National and International level publishers, with ISBN / ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	International –10 per Chapter National – 5 per Chapter
III (C)	RESEARCH PROJECTS		
III (C) (i)	Sponsored Projects	Major Projects with grants above Rs. 5 lakhs	20 per Project
		Major Projects with grants above Rs.3 lakhs up to Rs. 5 lakhs	15 per Project
		Minor Projects with grants above Rs. 1 lakh up to Rs.3 lakhs	10 per Project


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III (C)(ii)	Consultancy Projects	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs.2 lakhs
III (C)(iii)	Projects Outcome / Outputs	Major Policy document prepared for international bodies like WHO/UNO/UNESCO / UNICEF etc. Central / State Govt./Local Bodies prepared	Major policy document of International bodies - 30 Central Government – 20 State Government -10 Local bodies – 5
III (D)	RESEARCH GUIDANCE		
III(D) (i)	M.Phil.	Degree awarded	5 per candidate
III(D) (ii)	Ph.D.	Degree awarded / Thesis submitted	15 /10 per candidate
III E	Awards / Fellowships/Invited lectures delivered / papers presented in conferences / seminars		
III(E) (i)	Award / Fellowship	International Award/Fellowship from academic bodies/ associations	15 per Award / 15 per Fellowship
	Award / Fellowship	National Award/Fellowship academic bodies/ associations	10 per Award / 10 per Fellowship
	Award/ Fellowship	State / University Award/Fellowship from academic bodies/associations	5 Per Award
III(E) (ii)	Invited lectures / papers presented	International	7 per lecture / 5 per paper presented
		National level	5 per lecture / 3 per paper presented
		State/University level	3 per lecture / 2 per paper presented
The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period			
III(E) (iii)	Development of e-delivery process/material		10/ module


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4.	University Librarian (Stage 5) (For universities only)	Deputy Librarian in Universities with three years of completed service in Stage 4.	<p>(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table VIII (A). Librarians may combine two assessment periods (in Stages 3 and 4) to achieve minimum API scores, if required.</p> <p>(ii) A minimum of five publications since the period that the teacher is placed in stage 3</p> <p>(iii) Evidence of innovative library service and organization of published work.</p> <p>(iv) A selection committee process as stipulated in the regulation and in Table VIII (A)</p>
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Note: The explanatory note provided for Table IIA for CAS for teachers is also applicable for the Librarian cadres as per the API score specified for this cadre.



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* Wherever relevant, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 - by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 20 points; (v) papers with impact factor above 10 by 25 points. The API for joint publications/books shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor of the teacher would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the "List of Journals" notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-motu, recommend journals for inclusion in the "List of Journals". The clause 6.0.5 (i) will be strictly followed by the University.


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ANNEXURE III

TABLE -II

**MINIMUM APIs FOR THE CAREER ADVANCEMENT SCHEME (CAS)
PROMOTION OF ASSISTANT/COLLEGE LIBRARIAN AND DEPUTY
LIBRARIAN AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION
COMMITTEES, IN UNIVERSITIES AND COLLEGES**

Category	Activity	Assistant / College Librarian (Stage 1 to Stage 2)	Assistant / College Librarian (Stage 2 to Stage 3)	Assistant/College Librarian (Stage 3) to Deputy/College Librarian (Stage 4)	Deputy Librarian (Stage 4) to Librarian (Stage 5)
I	Procurement, organization, and delivery of knowledge and information through Library services	80/Year	80/year	75/year	70/year
II	Professional Development and Extension activities - Minimum score required to be assessed cumulatively	50/ Assess- ment period	50 / Assess- ment period	50 / Assessment period	50 / Assessment period
III	Research and Academic Contributions – Minimum Score required - to be assessed cumulatively	20 / Assess- ment period	50 / Assess- ment period	75 / Assessment period	100 / Assessment period
II + III	Minimum total API score under Categories II and III*	90 / Assess- ment period	120 / Assess- ment period	150 / Assessment period	180 / Assessment period


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	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee	Selection Committee
IV	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50))	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Library related research papers evaluation 50% - Assessment of domain knowledge on Library automation and Organizational skills 20 % - Interview performance	50% Library publication work 30% Assessment of innovative Library service and organization of digital library services 20% Interview performance

* One may score the balance points from either Category II or Category III to achieve the minimum score required under Category II+ III.


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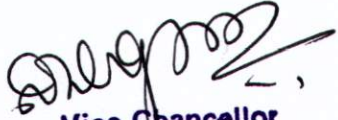
ANNEXURE - III

TABLE - III

Minimum APIs and Other Norms for the Direct Recruitment of Librarian Positions in University Departments/Colleges and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

Minimum Norm / Criteria	Assistant University Librarian / College Librarian (Stage 1)	Deputy Librarian in universities (Stage 4)	Librarian (university only) (Stage 5)
API score (Research and Academic Contribution - Category III)	Minimum Qualification as stipulated in the regulations	Consolidated API score requirement of 300 points from categories II & III of APIs (cumulative)	Consolidated API score requirement of 400 points from categories II & III of APIs (cumulative)
Selection Committee criteria/ weightages (Total weightage = 100)	a. Teaching / computer and communication skills by a Lecture demonstration (50%) b. Record of Library management skills (20%) c. Interview performance (30%)	a) Library related Research / Theme papers (3 Nos) Evaluation: (50%) b) Library automation skills and Organizational Plans (20%) c) Interview performance (30%)	a) Library Research papers (Five) evaluation (60%) b) organizational track record of innovation library service and vision plan (20%) c) Interview performance (20%)


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APPENDIX - III

TABLE IV

**MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS
FOR PROMOTION OF LIBRARIAN CADRES IN UNIVERSITIES AND
COLLEGES**

Sl. No.	Promotion of Librarian Cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Librarian/ College Librarian to Assistant Librarian (Senior Scale) / College Librarian (Senior Scale) (Stage 1 to Stage 2)	Assistant Librarian/ College Librarian completed four years of service in Stage 1 with Ph.D. or five years of service with M.Phil. or six years of service without Ph.D./ M.Phil.	<ul style="list-style-type: none"> i. Minimum API scores using PBAS scoring proforma developed by the university as per the norms provided in Table VIII (A) of Appendix III for Librarian cadres in universities and for college Librarian cadres. ii. One Orientation and one Refresher Course of 3/4 weeks duration iii. Screening cum Verification process for recommending promotion.
2.	Assistant Librarian (senior scale) / College Librarian (Senior scale) to Assistant Librarian (Selection grade) / College Librarian (Selection grade) (Stage 2 to Stage 3)	Assistant Librarian (senior scale) / College Librarian (senior scale) with completed service of five years in Stage 2	<ul style="list-style-type: none"> i. Minimum API scores using the PBAS scoring proforma developed by University as per the norms provided in Table VIII (A) of Appendix III for Librarian Cadres in universities and for college librarian cadres. ii. Additionally, two refresher courses, for a minimum period of 3 to 4 week duration to have been undergone during the assessment period. iii. Screening cum Verification process for recommending promotion.

3.	Assistant Librarian (Selection Grade) / College Librarian (Selection Grade) to Deputy Librarian / College Librarian (Selection Grade) (Stage 3 to Stage 4)	Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade) with three years of completed service in Stage 3.	<ul style="list-style-type: none">i. Minimum API scores using the PBAS scoring proforma developed by university as per the norms provided in Table VIII (A) of Appendix III. Three publications over twelve years. In Colleges, an exemption of one publication will be given to M. Phil holders and two publications to Ph.D. Holders.ii. Additionally one course/training under the categories of Library automation / Analytical tool Development for academic documentation.iii. A selection committee process as stipulated in the Regulation and in Table VIII (A)
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ANNEXURE - IV

I. Direct Recruitment to the posts of Assistant Professor in the Post Graduate Departments and constituent Colleges of University of Mysore.

Minimum eligibility qualifications as per UGC 2016 Regulations (11th July 2016)

- a. Academic record and research performance (50%)
- b. Assessment of domain knowledge and teaching skills (30%)
- c. Interview performance (20%)*

***As per Supreme Court Judgment in Ashok Kumar Yadav Vs State of Haryana (UPSC) case, 1987, the interview marks is 12.25% of the total marks for selection. This matter was discussed in the 8th General Council meeting of the Karnataka State Higher Education Council (KSHEC) held on 21-08-2014 vide resolution No.5. Based on the resolution of the KSHEC State Government has issued a letter vide. No. ED 407 URC 2014 dated 28-10-2014. For the direct recruitment for teaching posts all the Universities have to modify existing statutes and adopt 12.25% of marks for the oral/interview.**

1. With regard to (a) above, the Marks are distributed as 35 and 15 for Academic Record and Research Performance respectively.

As per the Regulations the minimum eligibility is at least 55% marks (or equivalent grade in a point scale wherever grading system is followed) at their Master's Degree level, in the relevant subject or an equivalent degree from an Indian/Foreign recognized University.

And other additional qualifications prescribed by UGC Regulations as mentioned above.


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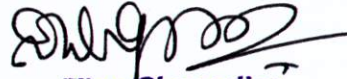
Marks obtained (%) at PG level by the candidate	Marks to be Awarded (35%)	Max. Marks Allotted 15	Applicable to all the Faculties in the University	Maximum score for University/ College teacher*	Marks (%) Assigned
50	10.	Research papers published [III(A)]	Refereed Journals as notified by the UGC	01 per publication Max. of 25	Total Max Marks-320 which is to be converted from the total Marks obtained $\times 15/320$ Illustration: if the candidate obtained total $220 \times 15/320 + 12$. 27 out of 15.
51	10.5		Other Reputed Journals as notified by the UGC	02 per Publications Max. of 10	
52	11	Publication other than Journal Articles (III(B))	Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC	05 per Book for Single Author Max. of 30	
53	11.5		Subject Books, published by National level publishers with ISBN/ISSN number or State/Central Govt. Publications as approved by the University and posted on its website. The list will be intimated to UGC	05 per Book for Single Author Max. of 20	
54	12		Subject Books, published by other local publishers, with ISBN/ISSN Number as approved by the University and posted on its website. The list will be intimated to UGC.	05 per Book for Single Author Max. of 15	
55	12.5		Chapters in Books published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The list will be intimated to UGC.	International-2.5 per Chapter Max.of.10 National-2.5per Chapter Max.of .5	
56	13		Research Projects(III(C))		
57	13.5		Sponsored projects (III(C)(i))		
58	14		Major Projects with grants above Rs.5 lakhs	10 per Project Max. of 20	
59	14.5		Major Projects with grants above Rs.3 lakhs up to Rs 5 lakhs	05 per Project Max. of 15	
60	15		Minor Projects with grants above Rs.1 Lakh upto Rs.3 Lakhs	05 per Project Max. of 10	
61	15.5				
62	16				
63	16.5				
64	17				
65	17.5				
66	18				
67	18.5				
68	19				
69	19.5				
70	20				
71	20.5				
72	21				
73	21.5				
74	22				
75	22.5				
76	23				
77	23.5				
78	24				
79	24.5				


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80	25	Consultancy Projects (III (C) (ii))	Amount mobilized with a minimum of Rs.2 Lakhs	02 per Rs.2 Lakhs project and Max. of 10	
81	25.5	Projects Outcome/ Outputs (III (C) (iii))	Major Policy document prepared for international bodies like WHO/UNESCO/UNICEF Central/State Govt./Local Bodies etc.	10 for each International/ 10 for each National level output or patent, Major policy document of International Bodies-Max. of 30 Central Government- Max. of 20 State Govt- Max.of 10 Local Bodies- Max. of 5	
82	26				
83	26.5				
84	27				
85	27.5				
86	28	Research Guidance [III (D)]			
87	28.5				
88	29				
89	29.5				
90	30	M.Phil. (III (D) (i))	Degree awarded before 2009	1 per candidate Max. of 5	
91	30.5	Ph.D. (III (D) (ii))	Degree awarded/Thesis submitted	3 per candidate Max. of 15	
92	31				
93	31.5	Fellowships/Awards (III (E)) (III (E) (i))	International Award/Fellowship from academic bodies/associations	3 per Award/3 Per Fellowship Max. of 15	
94	32		National Award/Fellowship from academic bodies/associations	2 per Award/2 Per Fellowship Max. of 10	
95	32.5		State/University level Award from academic bodies/Association	1 per Award Max. of 5	
96	33		Invited Lectures/ Papers, (III (E) (ii))	International	1 per Lecture/1 per paper Presented Max. of 7
97	33.5	National Level		1 per Lecture/1 per paper Presented Max. of 3	
98	34	State/University level		1 per Lecture/1 per paper Presented Max. of 3	
99	34.5	Development of E-Learning delivery process/material (III (F))	5 per module Max. of 10		
100	35				


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2. With regard to (b) above, 30 Marks for Assessment of Domain Knowledge and Teaching Skills (Discipline in which the candidate has applied). For this the Written Test shall be conducted (multiple choice) comprising of subject knowledge as well as the allied subjects (as shown in the statement of marks card of the candidate) and Aptitude for the total of 100 Marks. This shall be converted into 30% based on the marks obtained by the candidate. For which a Question Bank shall be prepared by the respective departments in the subjects concerned.

Illustration: If a candidate scores 77 out of 100, this shall be calculated as $77 \times 30/100=23.1$ out of 30.

- The University shall prepare the merit list of the candidates strictly based on the above criteria (Sl.no.1 & 2). This merit list shall be announced in the University website and prominently displayed in the University notice board and score card shall be intimated to the candidate. In case of any discrepancy the candidate has the right to approach the concerned authorities within 7 days from the date of issue of the score card.
- Based on the merit list, the Oral/Interview shall be called in the ratio of 1:3.
- In case of candidates obtaining same number of marks in Sl.no.1 & 2 put together, all such candidates shall be eligible to be called for Oral/Interview.

NOTE: As per the Supreme Court Judgment in the total Oral/Interview marks should not exceed 12.25% of the total marks.

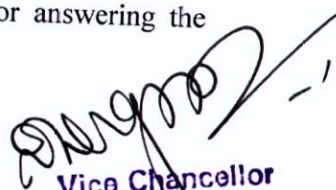
In the present case the marks for
Sl.No.1 - 50 (35+15)
Sl.No.2 - 30
Total - 80

For 100 it is 12.25% for 80=9.8. Therefore oral/Interview has to be conducted for 9.8.

3. Total oral marks 9.8 is distributed as follows:

- The candidate shall be required to make a presentation before the Board of Appointment for a minimum of 10 minutes which shall be video graphed. After the presentation and interaction, the Board of Appointment shall assess the candidate pertaining to his domain knowledge, articulation, pedagogy, communication skills, research potential, governance at national and state level and the provisions of Constitutions of India.
- The Board of Appointment shall award a maximum of 9.8 marks for the oral performance to the candidate. Out of 9.8 marks that have been assigned for Interview, 2.8 marks may be earmarked for presentation and the remaining 07 marks for answering the


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questions during interview. On the scale of 1-7 marks, if a candidate is given upto 4 marks or 6 and more marks, it should have adequate recorded justifications.

- The total marks obtained by the candidate against Sl. No.s 1+2+3.
- The University shall prepare the merit list of the candidate and announce the same on the Notice Board and in the University Website on the same day.

Illustration: The overall marks scored by the candidate shall be calculated as follows:


i.	68% at the PG level, allotted marks shall be	:	19 out of 35
ii.	For Research Performance	:	12.27 out of 15
iii.	In the Written Test	:	23.1 out of 30
iv.	For Oral/Interview	:	7.3 out of 9.8
The Overall score of the said candidate will be			: 61.67 out of 89.8

II. Direct Recruitment to the posts of Associate Professors in University/Colleges

Minimum eligibility qualifications as per UGC 2016 Regulations (11th July 2016)

- 5 years of regular service as Assistant Professor or equivalent grade in any UGC recognized University/College.
- Ph.D. Degree in the subject for which the post is advertised.
- One orientation and one refresher/research methodology course of minimum 3 weeks duration.
- Any other condition stipulated by the UGC and State Government from time to time.
 - a. Academic background (20%).
 - b. Research performance (40%)
 - c. Assessment of domain knowledge and teaching skills (20%).
 - d. Interview performance (20%).*


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*As per Supreme Court judgment this is to be treated as 12.25% of the total marks for selection.

The Committee deliberated and recommended as follows:

1. With regard to (a) above 20% of the Marks are allotted.

As per the UGC Regulations the minimum consolidated API score requirement is 300 points from category II and III of API's.

(i) A minimum of five publications since the period that the teacher is placed in stage 3.

(ii) A Selection Committee process as stipulated in the regulation and in table II (a).

And other additional qualifications prescribed by UGC Regulations as mentioned above.

For Academic background 20% marks, the distribution is as below:

Nature of Activity	Max. Marks
a. Direct Teaching	10
b. Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment	5
c. Innovative Teaching-learning methodologies, updating of subject contents/courses, mentoring etc.	5

2. With regard to (a) above, Research Performance (40%) the distribution of the marks is as follows:

Max. Marks allotted 40	Applicable to all the Faculties in the University	Maximum score for University/ College teacher*	Max. Marks 40
Research papers published (III (A))	Refereed Journals as notified by the UGC	01 per Publication Max. of 25	Total Max. Marks- 320 Which is to be converted to 40
	Other Reputed Journals as notified by the UGC	02 per Publication Max. of 10	
Publication other than Journal Articles (III (B))	Text/Reference Books published by International Publishers with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC	05 per Book for Single Author Max. of 30	Illustration: If the candidate obtained total $290 \times \frac{40}{320} = 36.25$ out of 40


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	Subject Books, published by National level publishers, with ISBN/ISSN number or State/Central Govt. publications as approved by the University and posted on its website. The List will be intimated to UGC	05 per Book for Single Author Max. of 20	
	Subject Books, published by Other local publishers, with ISBN/ISSN Number as approved by the University and posted on its website. The List will be intimated to UGC.	05 per Book for Single Author Max. of 15	
	Chapters in Books published by National and International level publishers, with ISBN/ISSN Number as approved by the University and posted on its website. The List will be intimated to UGC.	International- 2.5 Per Chapter Max. of 10 National-2.5 per Chapter Max. of 5	
Research Projects (III) (C)			
Sponsored projects(III(C)(i))	Major Projects with grants above Rs.5 lakhs	10 per Project Max. of 20	
	Major Projects with grants above Rs.3 lakhs up to RS 5 lakhs	05 per Project Max. of 15	
	Minor Projects with grants above Rs.1 Lakh up to Rs.3 Lakhs	05 per Project Max. of 10	
Consultancy Projects (III) (c) (ii)	Amount mobilized with a minimum of Rs.2 Lakhs	02 per Rs.2 Lakhs project and Max. of 10	
Projects Outcome/ Outputs (III) (C) (iii)	Major Policy document prepared for international bodies like WHO/UNESCO/UNICEF etc. Central/State Govt./Local Bodies	10 for each International/ 10 for each National level output or patent, Major policy document of International Bodies-Max. of 30. Central Government- Max. of 20 State Govt- Max. of 10 Local Bodies- Max. of 5	
Research Guidance(III(D))			
M.Phil. (III (D) (i))	Degree awarded	1 per candidate Max. of 5	
Ph.D. (III (D) (ii))	Degree awarded/Thesis submitted	3 per candidate Max. of 15	
Fellowships/Awards (III (E)) (III (E) (i))	International Award/Fellowship from academic bodies/associations	3per Award/3 Per Fellowship Max. of 15	
	National Award/Fellowship from academic bodies/associations	2per Award/2 Per Fellowship Max. of 10	
	State/University level Award from academic bodies/Associations	1per Award Max. of 5	


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Invited Lectures/ Papers, (III(E)(ii))	International	1 per Lecture/1 per paper Presented Max. of 7	
	National Level	1 per Lecture/1 per paper Presented Max. of 3	
	State/University level	1 per Lecture/1 per paper Presented Max. of 3	
Development of E-Learning delivery process/material III(F))	5 per module Max. of 10		

3. With regard to (b) above, 20 Marks for Assessment of Domain Knowledge and Teaching Skills (Discipline in which the candidate has applied). For this the written test shall be conducted (multiple choice) by concerned University which shall incorporate knowledge of the concerned subject/ allied subjects (as shown in the statement of marks card of the candidate) and Aptitude test for a total of 100 Marks. For which a Question Bank shall be prepared by the respective Departments in the subjects concerned. This shall be converted into 20% based on the marks obtained by the candidate.

Illustration: If a candidate scores 84 out of 100, this shall be calculated as $84 \times 20 = 16.8$ out of 20.

- The University shall prepare the merit list of the candidate strictly based on the above criteria (Sl.no.1 & 2). This merit list shall be announced in the University website and prominently displayed in the University notice board and score card shall be intimated to a candidate. In case of any discrepancy the candidate has the right to approach the concerned Authorities within 7 days from the date of issue of the score card.
- Based on the merit list, the oral/Interview shall be called in the ratio of 1:3.
- In case of candidate obtaining same number of marks in Sl.no.1 & 2 put together, all such candidates shall be eligible to be called for oral/Interview.

NOTE: As per the Supreme Court Judgment in the total oral/Interview marks should not exceed 12.25% of the total marks. In the present case the marks for

Sl.No.1	- 20
Sl.No.2	- 40
Sl.No.3	- 20
Total	- 80

For 100 it is 12.25% for 80= 9.8. Therefore oral/Interview has to be conducted for 9.8.

Hence the total marks Sl.no.1+2+3+9.8=89.8


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4. **Total oral marks 9.8 is distributed as follows:**

- The candidate shall be required to make a presentation before the Board of Appointment for a minimum of 10 minutes which shall be video graphed. After the presentation and interaction, the Board of Appointment shall assess the candidate pertaining to his domain knowledge, articulation, pedagogy, communication skills, research potential, governance at National and State level and the provisions of Constitutions of India.
- The Board of Appointment shall award a maximum of 9.8 marks for the oral performance to the candidate. Out of 9.8 marks that have been assigned for Interview, 2.8 marks may be earmarked for presentation and the remaining 7 marks for answering the questions during interview. On the scale of 1-7 marks, if a candidate is given up to 4 marks or 6 and more marks, it should have adequate recorded justifications.
- The total marks obtained by the candidate against Sl. No.s 1+2+3.
- The University shall prepare the merit list of the candidate and announce the same on the Notice Board and the University Website on the same day.

Illustration: The overall marks scored by the candidate shall be calculated as follows:

i.	For Academic background	18	out of 20
ii.	For Research Performance	36.25	out of 40
iii.	For Written Test	16.8	out of 20
iv.	For Oral/Interview	8.0	out of 9.8

The Overall score of the said candidate will be 79.05 out of 89.8

III. Direct Recruitment to the posts of Professors in Universities / Colleges

Minimum eligibility qualifications as per UGC 2016 Regulations (11th July 2016)

- 10 Years of regular service as Assistant/Associate Professor or equivalent grade in any UGC recognized University/College.
- Ph.D. Degree in the subject for which the post is advertised.
- One Orientation and one refresher/research methodology course of minimum 3 weeks duration.
- Any other conditions stipulated by the UGC and State Government from time to time.


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- a. Academic background (20%)
- b. Research Performance (40%)
- c. Assessment of domain knowledge and teaching skills (20%)
- d. Interview Performance (20%)

* As per Supreme Court judgment this is to be treated as 12.25% of the total marks for selection.

1. With regard to (a) above 20% of the marks are allotted.

As per the UGC Regulations the minimum consolidated API scores requirement is 400 points from Category II and III API's.

- (i) A minimum of five publications since the period that the teacher is placed in stage 3.
- (ii) A Selection Committee process as stipulated in the regulation and in table II (A) and other additional qualifications prescribed by UGC Regulations as mentioned above.

For Academic background 20% of marks, the distribution is as above:

Nature of Activity	Max. Marks
a. Direct Teaching	10
b. Examination duties (question paper setting, invigilation, evaluation of answer scripts) as per allotment.	5
c. Innovative Teaching-Learning methodologies, updating of subject contents/courses, mentoring etc.	5

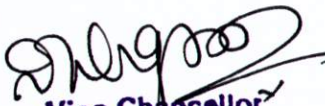

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2. With regard to (b) above, Research performance(40%) the distribution of the marks is as follows(all the parameters under this head as Research Performance should be considered the candidate credentials achieved during the tenure of Assistant Professor and Associate Professor only):

Max. Marks allotted 40	Applicable to all the Faculties in the University	Maximum score for University/ College teacher*	Max. Marks 40	
Research papers published (III (A))	Refereed Journals as notified by the UGC	01 per Publication Max. of 25	Total Max. Marks- 320 which is to be converted to 40 Illustration: If the candidate obtained total 290x 40/320=36.25 out of 40	
	Other Reputed Journals as notified by the UGC	02 per Publication Max. of 10		
Publication other than Journal Articles (III (B))	Text/Reference Books, published by the International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC	05 per Book for Single Author Max. of 30		
	Subject Books, published by National level publishers, with ISBN/ISSN number or State/Central Govt. publications as approved by the University and posted on its website. The List will be intimated to UGC	05 per Book for Single Author Max. of 20		
	Subject Books, published by Other local publishers, with ISBN/ISSN Number as approved by the University and posted on its website. The List will be intimated to UGC.	05 per Book for Single Author Max. of 15		
	Chapters in Books published by National and International level publishers, with ISBN/ISSN Number as approved by the University and posted on its website. The List will be intimated to UGC.	International- 2.5 Per Chapter Max. of 10 National-2.5 per Chapter Max .of 5		
Research Projects (III) (C)				
Sponsored projects(III(C)(i))	Major Projects with grants above Rs.5 lakhs	10 per Project Max. of 20		
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Consultancy Projects (III) (c) (ii)	Amount mobilized with a minimum of Rs.2 Lakhs	02 per Rs.2 Lakhs project and Max. of 10		


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Projects Outcome/ Outputs (III) (C) (iii)	Major Policy document prepared for international bodies like WHO/UNESCO/UNICEF etc. Central/State Govt./Local Bodies	10 for each International/ 10 for each National level output or patent. Major policy document of International Bodies-Max. of 30. Central Government- Max. of 20 State Govt- Max. of 10 Local Bodies- Max. of 5
Research Guidance(III(D))		
M.Phil. (III (D) (i))	Degree awarded	1 per candidate Max. of 5
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	National Level	1 per Lecture/1 per paper Presented Max. of 3
	State/University level	1 per Lecture/1 per paper Presented Max. of 3
Development of E-Learning delivery process/material (III (F))	5 per module Max. of 10	

3. With regard to (b) above, 20 Marks for Assessment of Domain Knowledge and Teaching Skills (Discipline in which the candidate has applied). For this the written test shall be conducted (multiple choice) by concerned University which shall incorporate knowledge of the concerned subject/allied subjects (as shown in the statement of marks card of the candidate) and Aptitude test for a total of 100 Marks. For which a Question Bank shall be prepared by the respective Departments in the subjects concerned. This shall be converted into 20% based on the marks obtained by the candidate.


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Sl.No.2-40

Sl.No.3-20

Total - 80

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