

## UNIVERSITY OF MYSORE

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

(Statutes enacted under Section 40 Clause 1 Sub-Clauses (k), (o), and (p), Section 53 and  
54 of the Karnataka State Universities Act 2000)

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### **1 PREAMBLE:**

- i) Based on the recommendation made by the University Grants Commission, the Government of India, Ministry of Human Resource Development, Department of Higher Education in its 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 conditions and educational qualifications in respect of Teachers, Librarians and Physical Education Directors of Universities, Government and Aided Colleges working in the Universities, Government and aided colleges and Government and aided Law Colleges for adoption in the States.
- ii) 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 other academic staff in Universities and Government and for their career advancement and the Measures for the maintenance of the standards in Higher Education 2009 in its letter dated: 23-09-2009.
- iii) 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 and the following orders are issued. GOVERNMENT ORDER NO. ED 37 UNE 2009, BANGALORE, DATED: 24-12-2009.

- iv) The Syndicate of the University of Mysore at its meeting held on 24-04-2010 has resolved to adopt the above said Government Orders No. ED 99 UNE 99, Dated: 15.11.1999, G.O.No. ED 100 UNE 99, Dated 15.11.1999 and G.O.No. ED 188 DCE 99, Dated 15.11.1999.

Hence, these 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 SIXTH UGC PAY SCALES TO TEACHERS, PRINCIPALS OF THE CONSTITUENT COLLEGES, LIBRARIANS, AND PHYSICAL EDUCATION DIRECTORS IN THE UNIVERSITY OF MYSORE”.
- ii) These Statutes are deemed to have been come into force w.e.f. 24-12-2009, the date on which the revised SIXTH UGC scales of pay has been implemented by the Government of Karnataka.
- iii) In interpreting these Statutes the words and phrases used in these Statutes have the same meaning assigned to them under the KSU Act, 2000 as amended from time to time.
- iv) The University of Mysore shall implement the GO extending the UGC pay scales as revised from 01.01.2006 to Teachers, Librarians, Physical Education Directors in the University of Mysore with minimum qualifications for appointment of teachers in Universities and also other conditions like recruitment and qualification, incentives for Ph.D./M.Phil./Career advancement/Superannuation etc. for the teachers of University of Mysore.
- v) The Appendixes I to X and various tables, forms and proforma given there under which are referred in these Statutes shall stand incorporated as parts of the Statutes.

## **3 COVERAGE:**

- a) These Statutes apply to Teachers, Librarians and Physical Education Personnel of the University of Mysore and its constituent Colleges.
- 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.

#### 4 DATE OF EFFECT:

The revised UGC pay scales shall be effective retrospectively from 1<sup>st</sup> January 2006 and other benefits are effective prospectively from the date of Government order No. ED 37 UNE 2009 dated 24.12.2009.

#### 5 PAY SCALES:

##### A. POST-GRADUATE DEPARTMENTS IN THE UNIVERSITY

Sl. No.	Existing		Revised		Academic Grade Pay Rs
	Category	Pay Scale Rs.	Category	New Pay Band Rs	
1	Lecturer	8000-13500	Assistant Professor	15600-39100	6000
2	Lecturer (Senior scale)	10000-15200	Assistant Professor	15600-39100	7000
3	Lecturer (Selection Grade) / Reader (with less than 3 years of service)	12000-18300	Assistant Professor	15600-39100	8000
4	Lecturer (Selection Grade)/ Reader (with 3 years of service)	12000-18300	Associate Professor	37400-67000	9000
5	Professor	16400-22400	Professor	37400-67000	10000
6	Asst. Librarian / Asst. Director PE	8000-13500	Asst. Librarian/ Asst. Director PE	15600-39100	6000
7	Asst. Librarian (Sr. Scale) /Asst. Director of PE (Sr. Scale)	10000-15200	Asst. Librarian (Sr. Scale) / Asst. Director of PE (Sr. Scale)	15600-39100	7000
8	Deputy Librarian/Asst. Librarian (Selection Grade)/ Deputy Director of PE	12000-18300	Deputy Librarian / Asst. Librarian (Selection Grade) / Deputy Director of PE/Asst. DPE (with less than 3 years of service)	15600-39100	8000
9	Deputy Librarian / Asst. Librarian (Selection Grade) / Asst. Director of PE (Selection Grade)	12000-18300	Deputy Librarian/ Deputy Director of PE (with 3 years of service)	37400-67000	9000
10	Librarian/Director of Physical Education	16400-22400	Librarian/Director of PE	37400-67000	10000

## B. CONSTITUENT COLLEGES

Sl. No	Existing		Revised		Academic Grade Pay Rs.
	Category	Pay Scale Rs	Category	New Pay Band Rs.	
1	Lecturer	8000-13500	Assistant Professor	15600-39100	6000
2	Lecturer (Senior scale)	10000-15200	Assistant Professor	15600-39100	7000
3	Lecturer (Selection Grade)/ Reader (with less than 3 years of service)	12000-18300	Assistant Professor	15600-39100	8000
4	Lecturer (Selection Grade)/ Reader (with 3 years of service)	12000-18300	Assistant Professor	37400-67000	9000
5	Professor	----	Professor	37400-67000	9000
6	Principal Grade-I	12000-18300	a. Principal of UG College	37400-67000	10000
7	Principal Grade-II	16400-22400	b. Principal of PG College	37400-67000	10000

### 6 FIXATION OF PAY AND ALLOWANCES:

The revised pay structure and fixation formula is as indicated in APPENDIX –I

### 7 THE FITMENT TABLE FOR FIXATION OF PAY:

The fitment table for fixation of pay is provided in APPENDIX-II. The persons eligible for UGC scale under this Statute shall give undertaking in the form given in Appendix - VI about reimbursement of excess payment, if any. The proforma (Appendix-VII and Appendix-VIII) for fixation of their pay scale and the proforma of agreement (Appendix –IX) duly filled shall be prepared and submitted to the University. They shall also enter into an agreement with the University as per the proforma provided in Appendix-X, accepting and duly complying with the terms and conditions specified in the Government Order No. ED 37 UNE 2009, Bangalore dated 24-12-2009.

## 8 GENERAL:

- i) There shall be only three designations in respect of Teachers in University 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. 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'.
- iii) The pay of Teachers and equivalent positions in Universities and Colleges shall be fixed according to their designations 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 (vide 6.4.18. of the UGC Regulations 2009).
- 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 disciplines where NET is not conducted.
- vi) New posts shall be created in the University with the approval of UGC and Government of Karnataka.

vii) As from 11-07-2009 the teaching staff who have not acquired the qualification prescribed by the UGC 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, until then they shall continue to be in the pre-revised UGC.

**9 (a) DEARNESS ALLOWANCE:**

The Dearness Allowance in the revised \*scale\* with effect from 01-01-2006 shall be regulated as follows:-

01-01-2006 - no Dearness Allowance

01-07-2006 - 02% of basic pay

01-01-2007 - 06% of basic pay

01-07-2007 - 09% of basic pay

01-01-2008 - 12% of basic pay

01-07-2008 - 16% of basic pay

01-01-2009 - 22% of basic pay

01-07-2009 - 27% of basic pay

**(b) 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.

**10 REVISED PAY SCALES, DESIGNATIONS, SERVICE CONDITIONS AND CAS FOR TEACHERS AND EQUIVALENT POSITIONS**

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 of UGC regulations. These constitute a part of these Statutes.

**11 INCENTIVES FOR PH.D/M.PHIL.**

Incentives for Ph.D./M.Phil. and other qualifications shall be as indicated in the Appendix-IV (UGC regulations)

## **12 RECRUITMENT AND QUALIFICATIONS:**

- 12.1 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 and selections by the duly constituted Selection Committees as per the guidelines issued by the UGC from time to time. The composition of such committees should be as prescribed by the UGC in its Regulations.
- 12.2 The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Principals, Assistant Directors of Physical Education, Deputy Directors of Physical Education, Directors of Physical Education, Assistant Librarians, Deputy Librarians, Librarians will be those as prescribed by the University Grants Commission in its regulation from time to time.
- 12.3 The minimum requirements of a consistent good academic record, 55% of the marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged)) at the master's level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test-SLET/SET), shall remain for the appointment of Assistant Professors.
- 12.4 NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors in Universities/ Colleges/ Institutions. Provided, however, that 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/Constituent Colleges/ Institutions.
- 12.5 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 guidelines issued by UGC from time to time to accord exemption of the Ph.D. degree holders from acquiring a pass in NET/SLET/SET.

- 12.6 NET/SLET/SET shall not be required for such 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.
- 12.7 The 55% marks (in Master's level should be insisted upon for those entering the system from outside and at the entry point of Assistant Professors, Assistant Librarians, Assistant Directors of Physical Education.
- 12.8 A relaxation of 5% may be provided at the graduate and master's level for the SC/ST/Differently-abled (Physically and visually handicapped) 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.
- 12.9 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.
- 12.10 Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.
- 12.11 Ph.D. through course work should be a compulsory requirement for the designation of Professors/ Associate Professors, Librarian/ Deputy Librarians and Director/ Deputy Directors of Physical Education in the University.

**Note:** Such of those candidates who have obtained Ph.D. /who have submitted thesis for the award of Ph.D. degree, before the said UGC Notification (those who have registered



for Ph.D. as per the Mysore University Ph.D. Regulations 2004) without course work shall also be exempted from NET/SLET/SET.

- 12.13 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.

### **13 DIRECT RECRUITMENT**

#### **A. Professor:**

- i) An eminent scholar 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 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 Institutions/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 (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) or a relevant grade regarded as equivalent to 55% ((50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) 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 (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged), or equivalent grade wherever grading system is followed at the Master's degree level.
- iii) A minimum of five 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 **five** publications as books and/or research/policy papers in indexed/ISBN/ISSN numbered books/ journals and University developed-ISBN/ISSN list of journals hosted on the website of the concerned University.
- 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 on Performance Based Appraisal System (PBAS) developed by UGC in its Regulations.

**D. Assistant Professor:**

- i) Consistent good academic record with at least 55% of the marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) 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 UGC 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.

**Note:** Such of those candidates who have obtained Ph.D. /who have submitted thesis for the award of Ph.D. degree, before the said UGC Notification (those who have registered for Ph.D. as per the Mysore University Ph.D. Regulations 2004) without course work shall also be exempted from NET/SLET/SET.

- iv) NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted subject to the conditions stipulated above.

**14 DIRECT RECRUITMENT OF OTHER TEACHING AND ACADEMIC STAFF**

UGC regulations on minimum qualifications for appointment of Teachers and other academic staff such as Librarians and Physical Education Personnel in Universities and

Constituent Colleges and measures for the maintenance of standards in Higher Education 2009 shall be strictly followed for direct recruitment.

## **15 MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE SCULPTURE, ETC.**

### **15.1 Music and Dance Discipline**

#### **A. Assistant Professor:**

- i) Good academic record with at least 55% marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) 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, or similar test accredited by the UGC.
- iii) Notwithstanding anything contained in the sub-clauses (i) and (ii) above, candidates, who 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 the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities.

**Note:** Such of those candidates who have obtained Ph.D./who have submitted thesis for the award of Ph.D. degree, before the said UGC Notification (those who have registered for Ph.D. as per the Mysore University Ph.D. Regulations 2004) without course work shall also be exempted from NET/SLET/SET.

- iv) NET/SLET/SET shall also not be required for the post of Asst. Professors in subjects /discipline wherein 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 thorough knowledge to explain the subject concerned;
- b) A high grade artist of AIR/TV; 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 in the concerned subject, with performing ability of high professional standard.
- ii) Five years of experience of teaching at the University, College level 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.
- vi) 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.
- vi) 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

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 in the concerned subject and actively engaged in research with ten years of experience in teaching in University/College and/or research at the University/National level institutions including experience of guiding research at doctoral level with outstanding performing achievements in the field of specialization.
- ii) 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

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) Twelve years of outstanding performing achievements in the field of specialization;
- c) Significant contributions in the field of specializations and ability to guide research;
- d) Participation in National/International Seminars/Conferences / Workshops and/ or recipient of National/International Awards/Fellowships; and
- e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

**15.2 Drama Discipline**

**A. Assistant Professor:**

- i) Good academic record with at least 55% marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) 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, or similar test accredited by the UGC.
- iii) Notwithstanding anything contained in the sub-clauses (i) and (ii) above, candidates, who 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 the requirement of the minimum eligibility condition of

NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities.

**Note:** Such of those candidates who have obtained Ph.D. /who have submitted thesis for the award of Ph.D. degree, before the said UGC Notification (those who have registered for Ph.D. as per the Mysore University Ph.D. Regulations 2004) without course work shall also be exempted from NET/SLET/SET.

- iv) NET/SLET/SET shall also not be required for the post of Asst. Professors in subjects /discipline wherein NET/SLET/SET is not conducted.
- vi) Without prejudice to the above, NET/SLET/SET shall also not be required for such Masters 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/diploma (55% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) 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; and
- 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 standard as recommended by an expert committee constituted by the University concerned for the said purpose.
- ii) Five years of experience of teaching in a University / Constituent 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.
- iv) Contributions to educational innovation such as designing new courses and/ or curricula and/ or outstanding performing achievements in the field of specializations.

- v) 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**

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/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 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 at doctoral level, with outstanding performing achievement in the field of specialization.
- ii) 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**

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 of 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.

### 15.3 Visual (Fine) Arts Discipline

#### **A. Assistant Professor:**

- i) Good academic record with at least 55% marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) 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, or similar test accredited by the UGC.
- iii) Notwithstanding anything contained in the sub-clauses i) and ii) above, candidates, who 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 the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities.

**Note:** Such of those candidates who have obtained Ph.D. /who have submitted thesis for the award of Ph.D. degree, before the said UGC Notification (those who have registered for Ph.D. as per the Mysore University Ph.D. Regulations 2004) without course work shall also be exempted from NET/SLET/SET.

- vi) Without prejudice to the above, NET/SLET/SET shall also not be required for such Masters 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 (55% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) 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) Consistent good academic record with doctoral degree, with performing ability of high professional standard.
- ii) Five years of experience of teaching in a University / Constituent 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) Contributions to educational innovation such as - designing new courses and/or curricula and/or outstanding performing achievements in the field of specializations.
- v) 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**

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

- a) A recognized artist of his/her own discipline;
- 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 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.
- ii) 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**

A Professional artist with highly commendable professional achievement 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/ Fellowships; and
- d) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

#### 15.4 Qualifications Prescribed for Faculty Positions in the Regulations Of NCTE

##### **A. Qualifications for M.Ed. Teachers:**

##### **A. Professor**

- i) A Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) or an equivalent grade in a point scale wherever grading system is followed.

**OR**

M. A. (Education) with 55% marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) 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 ten years of teaching experience in University department of education or College of Education of which a minimum of five years at the M.Ed. level with published work in the area of specialization.
- 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 shall be a mandatory requirement.

**B. Associate Professor:**

- i) A Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) or an equivalent grade in a point scale wherever grading system is followed,

**OR**

M.A. (Education) and B.Ed. each with a minimum of 55% marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) or an equivalent grade in a point scale wherever grading system is followed;

- ii) Ph. D. in Education; and
- iii) At least Five years of teaching experience in University department of education or College of Education, with a minimum of three years at the M.Ed. level and has published work in the relevant area of specialization.
- 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 shall be a mandatory requirement.

**C. Assistant Professor:**

- i) A Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) or an equivalent grade in a point scale wherever grading system is followed,

**OR**

M. A. (Education) and B. Ed. each with a minimum of 55% marks (50% of marks for

SCs/STs/Differently abled (Physically and Visually Challenged) or an equivalent grade in a point scale wherever grading system is followed and

- ii) Besides fulfilling the above qualifications, the candidate should have cleared the National Eligibility Test (NET) conducted by the UGC or similar test accredited by the UGC like SLET/SET.
- iii) Holders of Ph.D. degree as on the date of Notification of UGC 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.

**Note:** Such of those candidates who have obtained Ph.D. /who have submitted thesis for the award of Ph.D. degree, before the said UGC Notification (those who have registered for Ph.D. as per the Mysore University Ph.D. Regulations 2004) without course work shall also be exempted from NET/SLET/SET.

#### B. Qualifications for M.P.Ed. Teachers:

##### A. **Professor:**

- i) A Master's Degree in Physical Education with a minimum of 55% (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) or an equivalent grade in a point scale wherever grading system is followed;
- ii) Ph.D. in Physical Education
- iii) At least ten years teaching / research experience in a department / college of Physical Education out of which at least five years in the post graduate institution / University department; and
- 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 shall be a mandatory requirement.

**B. Associate Professor:**

- i) A Master's Degree in Physical Education with a minimum of 55% marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) or an equivalent grade in a point scale wherever grading system is followed.
- ii) At least Five years of teaching / research experience in a department / college of Physical Education out of which at least three years in the post graduate level
- iii) Ph.D. in Physical Education; and
- 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 shall be a mandatory requirement.

**C. Assistant Professor:**

- i) A Master's Degree in Physical Education with at least 55% marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) or an equivalent grade in a point scale wherever grading system is followed;
- ii) Besides fulfilling the above qualifications, the candidate should have cleared the National Eligibility Test (NET) conducted by the UGC or similar test accredited by the UGC like SLET/SET.
- iii) Holders of Ph.D. degree as on the date of Notification of UGC 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.

**Note:** Such of those candidates who have obtained Ph.D. /who have submitted thesis for the award of Ph.D. degree, before the said UGC Notification (those who have registered for Ph.D. as per the Mysore University Ph.D. Regulations 2004) without course work shall also be exempted from NET/SLET/SET.

**Any other stipulation prescribed by the UGC / such other affiliating body /State Government, from time to time for the positions of Professor, Associate Professor and Assistant Professor in Physical Education, shall be mandatory.**

#### 15.5 Minimum Qualifications For Appointment of Teaching Faculty in Management/ Business Administration:

##### **A. Assistant Professor**

###### Essential:

- i) First Class Masters Degree (55% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) or an equivalent grade in a point scale wherever grading system is followed in Business Management / Administration / in a relevant management related discipline or first class (55% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) in two year full time PGDM declared equivalent by AIU and accredited by the AICTE / UGC

**OR**

- ii) First Class graduate (55% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) and professionally qualified Chartered Accountant / Cost and Works Accountant / Company Secretary of the concerned statutory bodies.

###### Desirable:

**Teaching, research, industrial and / or professional experience in a reputed organization;**



**Papers presented at Conferences and / or published in refereed journals.**

**B. Associate Professor:**

- i) Consistently good academic record with at least 55% marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) 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 (55% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) in two years full time PGDM declared equivalent by AIU and recognized by the AICTE / UGC;

**OR**

First Class graduate (55% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) and professionally qualified Chartered Accountant / Cost and works Accountant / Company 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 Five years of experience of post-graduate teaching / industry / research / professional at managerial level excluding the period spent for obtaining the research degree.
- 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 shall be a mandatory requirement.

**OR**

In the event the candidate is from industry and the profession, the following requirements shall constitute as essential requirements:

- a) Consistently good academic record with at least 55% marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) 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 (55% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) in two years full time PGDM declared equivalent by AIU and recognized by AICTE / UGC

**OR**

First Class graduate (55% of marks for SCs/STs/Differently abled (Physically and Visually Challenged), and professionally qualified Chartered Accountant / Cost and Works Accountant / Company Secretary of the concerned statutory body.

- b) 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 managerial experience in industry / profession of which at least five years should be at the level comparable to that of Lecturer / Assistant Professor.

Without prejudice to the above, the following conditions to be considered desirable:

- a) Teaching, research industrial and / or professional experience in a reputed organization;
- b) Published work, such as research papers, patents filed / obtained, books and / or technical reports; and
- c) Experience of guiding the project work /dissertation of PG / Research Students or supervising R&D projects in industry.
- d) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) developed by UGC in its regulations shall be a mandatory requirement.

### **C. Professor**

- i) Consistently good academic record with at least 55% marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) 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 good academic record with at least 55% marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) 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**

First Class graduate (55% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) and professionally qualified Chartered Accountant / Cost and works Accountant / Company 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 post-graduate teaching / industry / research / professional out of which five years must be at the level of Reader or equivalent excluding the period spent for obtaining the research degree
- iv) Contribution to educational innovation, design of new curricula and courses, and technology- mediated teaching learning process.
- v) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) developed by UGC in its regulations shall be a mandatory requirement.

**OR**

- vi) In the event the candidate is from industry and the profession, the following shall constitute as essential:

- a) Consistently good academic record with at least 55% marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) 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 (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) or an equivalent grade in a point scale wherever grading system is followed) in two years full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC.

**OR**

First Class graduate (55% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) and professionally qualified Chartered Accountant / Cost and works Accountant / Company Secretary of the concerned statutory body.

- a) The candidate should have professional work experience which is significant and can be recognized at national / 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.
- vii) Without prejudice to the above the following conditions may be considered desirable:
- a) Teaching, research, and / or professional experience in a reputed organization;
- 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.

15.6 Minimum qualifications for direct recruitment to the posts of University Librarian, University Deputy Librarian and University Assistant Librarian:

**A. University Librarian**

- i) Master's degree in Library Science, Library and Information Science /Information Science/ Documentation Science with at least 55% of the marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) or its equivalent grade where grading system is practiced.
- ii) A Ph.D. degree in the above discipline with a consistently good academic record.
- iii) A minimum of 15 years of teaching/Librarian experience of which at least 5 years experience as a Deputy Librarian in a University Library or 10 years experience as Assistant Librarian in the University or as a college librarian.
- iv) Evidence of published work with a minimum of **five** publications as indexed/ISSN journals and / or ISBN numbered books and university listed journals equal to ISBN /ISSN numbered journals hosted on the website of the concerned university.
- v) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) developed by UGC shall be a mandatory requirement.

**B. University Deputy Librarian:**

- i) Master's degree in Library Science/ Library & Information Science /Information Science / Documentation Science with at least 55% of the marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) or its equivalent grade where grading system is practiced.
- 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 an Assistant University Librarian / College Librarian.
- vi) Evidence of innovative library services, organization and computerization of library.

- v) Evidence of published work with a minimum of **five** publications in indexed/ISSN journals and / or ISBN numbered books and university listed journals equal to ISBN /ISSN numbered journals hosted on the website of the concerned university.
- vi) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) developed by UGC shall be a mandatory requirement.

### **C. University Assistant Librarian**

- i) Master's degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with at least 55% of the marks ((50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) or its equivalent grade 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/NET in Library Science conducted for the purpose by the UGC or any other agency approved by the UGC.
- iii) Holders of Ph.D. degree in Library & Information Science / Information Science as on the date of Notification of UGC 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.

**Note:** Such of those candidates who have obtained Ph.D. /who have submitted thesis for the award of Ph.D. degree, before the said UGC Notification without course work shall also be exempted from NET/SLET/SET.

15.7 Minimum Qualifications for the posts of University Director of Physical Education, University Deputy Director of Physical Education and University Assistant Director of Physical Education:

**A. University Assistant Director of Physical Education**

- i) Master's degree in Physical Education (two years course) or Master's degree in Sports Science with at least 55% of the marks (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) or its equivalence in a grade point scale with a consistently good academic record.
- ii) Record of having represented the university / constituent college at the inter-university /inter-collegiate competitions or the State and/or national championships.
- iii) Pass in the physical fitness test.
- iv) 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.
- v) Holders of Ph.D. degree in Physical Education / Sports Science as on the date of Notification of UGC 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.

**Note:** Such of those candidates who have obtained Ph.D. /who have submitted thesis for the award of Ph.D. degree, before the said UGC Notification (those who have registered for Ph.D. as per the Mysore University Ph.D. Regulations 2004) without course work shall also be exempted from NET/SLET/SET.

**B. University Deputy Director of Physical Education**

- i) Ph.D. in Physical Education/Sports science. In addition, shall also possess at least 55% (50% of marks for SCs/STs/Differently abled (Physically and Visually Challenged) of the marks or an equivalent grade at the Master's Degree level wherever grading system is followed.
- ii) A minimum of 10 years of teaching/Physical Education/sports experience of which at least 5 years as University Assistant DPE/College DPE.

- iii) Evidence of having organized competitions 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) Pass in the physical fitness test.
- vi) Evidence of published work with a minimum of **five** publications in indexed/ISSN journals and / or ISBN numbered books and university listed journals equal to ISBN /ISSN numbered journals hosted on the website of the concerned university.
- vii) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) developed by UGC shall be a mandatory requirement.

**C. University Director of Physical Education**

- i) Ph.D. in Physical Education/Sports Science.
- ii) A minimum of 15 years of Physical education/Sports experience of which at least 05 years as University Deputy Director of Physical Education or ten years as University Assistant DPE/College DPE.
- iii) Evidence of organizing competitions and conducting a minimum of ten coaching camps.
- iv) Evidence of having produced good performance teams/athletes at inter university/combined university and at higher level etc., and of having guided Ph.D./M.Phil. candidates for research.
- v) Evidence of published work with a minimum of 10 publications in indexed/ISSN journals and / or ISBN numbered books and university listed journals equal to ISBN /ISSN numbered journals hosted on the website of the concerned university.]
- vi) A minimum score in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) developed by UGC shall be a mandatory requirement.



### **Physical Fitness Test 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
1800 meters	1500 meters	1200 meters	800 meters
NORMS FOR WOMEN			
8 MINUTES RUN/WALK TEST			
Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1000 meters	800 meters	600 meters	400 meters

### **16 EXEMPTION FROM FULFILMENT OF PH.D. COURSE WORK:**

**Note:** Such of those candidates who have obtained Ph.D. /who have submitted thesis for the award of Ph.D. degree, before the said UGC Notification (those who have registered for Ph.D. as per the Mysore University Ph.D. Regulations 2004) without course work shall also be exempted from NET/SLET/SET.

### **17 SELECTION COMMITTEES AND GUIDELINESS ON SELECTION PROCEDURE:**

The University Grants Commission 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 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 the Universities and Colleges.

### **18 SELECTION COMMITTEE SPECIFICATIONS:**

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

The Composition of the Selection Committee for various posts shall be as detailed below:

### 18.1 Assistant Professor in the University:

- i) The Vice Chancellor shall be the Chairperson of the Selection Committee.
- ii) Three experts in the concerned subject out of the panel of names recommended by the Vice Chancellor and approved by the Syndicate of the University, at least one of whom to be drawn from the panel of subject experts developed by UGC and hosted in its web site / published by AIU.
- iii) Dean of the concerned Faculty wherever applicable.
- iv) Head/Chairperson of the Department/School in the cadre of professor.
- v) An academician nominated by the Chancellor.
- vi) An academician (not below the rank of a Professor) 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.
- vii) 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.

### 18.2 Associate Professor in the University:

The Selection Committee shall have the following composition:

- i) Vice Chancellor shall be the Chairperson of the Selection Committee.
- ii) An academician who is the nominee of the Vice-Chancellor.
- iii) Three experts in the concerned subject/field out of the panel of names recommended by the Vice-Chancellor and approved by the relevant Syndicate of the university, at least one of whom to be drawn from the panel of subject experts developed by UGC and hosted in its web site.

- iv) Dean of the concerned faculty wherever applicable.
- v) Head/Chairperson of the concerned Department/School in the cadre of Professor.
- vi) An academician (not below the rank of a Professor) 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 VC, if any of the above members of the selection committee do not belong to that category.
- vii) 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.

**18.3 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 of Associate Professor.

**18.4 University Library and Physical Education Personnel:**

- a. Selection Committees for the posts of University Deputy Directors of Physical Education, University Assistant Directors of Physical Education, Deputy Librarians and Assistant Librarians shall be the same as that of Associate Professor/Professor and Assistant Professor respectively. However, University Librarian/ Director of Physical Education of the University, as the case may be, shall be associated with the Selection Committee in place of Chairperson of the Department/School.
- b. Selection Committees for the posts of University Director of Physical Education/ University Librarian shall be the same as that of selection of Professors. However, University Librarian/ Director of Physical Education of other universities, as the case may be, shall be associated with the Selection Committee in place of Chairperson of the Department/School.

**The composition of Selection Committee for promotion under CAS shall be same as that of appointment through direct selection.**

**18. 5 Professor, Associate Professor and Assistant Professor in Constituent Colleges:**

- i) Vice Chancellor shall be the Chairperson of Selection Committee.
- ii) Principal of the College.
- iii) Chairperson of the Post-Graduate Department of the concerned subject. (In case Post-Graduate Department of the concerned subject is not available, the senior-most faculty in the concerned subject in that College shall be the Member).
- iv) Two nominees of the Vice-Chancellor of whom one shall be the subject expert.
- v) Two subject experts not connected with the College, to be nominated by the Vice-Chancellor out of the panel of five names approved by the University Syndicate.
- vi) An academician (not below the rank of a Professor) representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice-Chancellor if any of the above members of the Selection Committee do not belong to that category.
- vii) The Registrar of the University shall be the Member Secretary as per Section 53(3) of the KSU Act 2000.

**Quorum**

The quorum of the Selection Committee shall be five out of which at least two shall be subject experts

## 18.6 Principals of the Constituent Colleges

- i) The Vice-Chancellor shall be the Chairperson.
- ii) Two members nominated by the Vice-Chancellor of whom one shall be an expert in academic administration.
- iii) One nominee of the Vice-Chancellor who shall be an accomplished Higher Education expert.
- iv) Three experts consisting of the Principal of a college, a Professor and an accomplished educationist not below the rank of a Professor to be nominated by the Vice-Chancellor, out of a panel of six experts approved by the Syndicate of the university.
- v) An academician (not below the rank of a Professor) representing SC/ST/OBC/Minority/Women/ Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee do not belong to that category.
- vi) The Registrar of the University shall be the Member Secretary as per Section 53(3) of the KSU Act 2000.

### **Quorum**

At least five members, including two experts, should constitute the quorum.

All the selection procedures of the selection committee shall be completed on the day of the selection committee meeting itself, wherein minutes are recorded along with scoring proforma and recommendation made on the basis of merit with the list of selected & waitlisted candidates/ Panel of names in order of merit, duly signed by all members of the selection committee.

## **19 SELECTION PROCEDURES:**

**19.1** The overall selection procedure 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 proforma, based on the Academic Performance Indicators (API) as provided in the UGC Regulations.

In order to make the system more credible, the University shall assess the ability for teaching and/or research aptitude through a seminar or lecture in a class room 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 these Statutes.

**19.2** The Performance Based Appraisal System (PBAS) for University departments and its Constituent Colleges (Annexure-XI to XIV) developed by the University on the basis of the model Performance Based Appraisal System (PBAS) and Academic Performance Indicators (APIs) provided by the UGC shall be followed transparently in all selection processes including promotions under UGC-CAS.

**19.3** In all the Selection Committees of direct recruitment of teachers and other academic staff in the University and Constituent Colleges, an academician representing SC / ST / OBC / Minority /Women /Differently-abled categories, has to be nominated by the Vice Chancellor, if any of the candidate(s) representing these categories is/are the applicant(s) and if any of the members of the selection committee do not belong to that category. The academician so nominated for this purpose shall be at least one level above the cadre level of the applicant. The norms of Government of India / Government of Karnataka is strictly followed in the selection process.

**19.4** Besides the indexed publications documented by various discipline-specific databases, the University concerned shall draw through committee(s) of subject experts and ISBN/ISSN 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. 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.

**19.5** The process of selection of Associate Professor should involve inviting the bio-data with the Performance Appraisal System format developed by the University of Mysore 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 while finalizing the outcome of the selection.

**19.6** The process of selection of Professor shall involve inviting the bio-data with the Performance Appraisal System format developed by the university based on the guidelines developed in the UGC Regulations and reprints of **five** major publications of the candidates. They shall provide 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 while finalizing the outcome of selection.

The candidature of outstanding Professionals, from outside the University academic stream, who can contribute substantially in a given discipline of the university knowledge system may be considered for selection as Professor based on the guidelines / procedures laid down by the University.

**19.7** In the selection process for posts involving different nature of responsibilities in certain disciplines/areas, such as Physical Education and Library, greater emphasis shall be laid on the nature of deliverables indicated against each of the posts in the UGC Regulations. The API Scoring system developed by the University based on the API based PBAS methodology provided in the UGC Regulations shall be followed for both direct recruitment and CAS promotions.

**19.8** The 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 University including assistance in the development of the API based PBAS methodology outlined in the UGC Regulations. It may also include the student feedback system as per the NAAC guidelines.

**19.9** A teacher who wishes to be considered for promotion under CAS may submit in writing to the University/Constituent College, three months in advance of the date of eligibility, that he/she fulfils all qualifications under CAS and submit to the University/College duly supported by all the credentials as per the Performance Based Appraisal System (PBAS) proforma and API scores evolved by the University of Mysore based on the UGC Regulations. In order to avoid delays in holding Selection Committees in various positions under CAS, the University should immediately initiate the process of screening/selection and complete the process within six months from the date of application.

**19.10 UGC Observer in the Selection Committee for the post of Associate Professor/ Professor under CAS:**

The University shall write to the Secretary, University Grants Commission, Bahadur Shah Zafar Marg, New Delhi-110 002, at least 21 days prior to the date of the meeting of the Selection Committee for nomination of an observer. The UGC shall nominate one observer within 10 days of the receipt of the request from the University. The UGC observer shall submit his/her written report to the Vice-Chancellor of the University in the proforma prescribed by the UGC



immediately after the selection committee meeting is over. The University shall place the report of the observer along with the proceedings of the Selection Committee before the Syndicate. If there is difference of opinion between the comments of the UGC observer and the decision of the Syndicate, the same shall be reported by the University to the UGC with justification. In such cases the promotions/ appointments shall be given to effect by the University only after the approval of the UGC is obtained. The UGC observer shall not be part of the selection process; however, he/she will sit along with the members of the Selection Committee to ensure that the prescribed procedures as per the UGC Regulations have been followed. The University shall pay TA/DA and honorarium to the UGC observer as per the UGC norms.

**19.11** Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the UGC Regulations or those who obtain less than 50% in the expert assessment of the selection process will have to be **re-assessed only after a minimum period of one year from the last date of the receipt of application from the concerned teacher.** The date of promotion shall be the date on which he/she has been successfully re-assessed.

**19.12** The minimum norms of Selection Committees and Selection procedures as well as API scores requirements for the above cadres 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, Table II(c) of the UGC guidelines provides norms for direct recruitment of teachers to different cadres, while Tables II(a) and Table II(b) of Appendix III UGC Regulations (UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION 2009) provide for CAS promotion of teachers in the Universities and colleges respectively which accommodate these differences.

- 19.13** While the API Tables I and III of Appendix 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 shall vary from those for university teachers and for PG College Teachers as given in Table II (a and b) of Appendix III of the UGC Regulations.
- 19.14** The API based system through the PBAS proforma 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 Appendix III 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 2009-10 cumulatively would be required and so on).
- 19.15** The Selection Committee specifications as delineated in Sections 5.1.0 to 5.1.7 of the UGC Regulations of UGC Regulations (UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION 2009) are applicable to all direct recruitments of Faculty Positions and Career Advancement promotions of Assistant Professor with AGP of Rs 8000 to Associate Professor and to that of Associate Professor to Professor.
- 19.16** 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 Tables I to III of Appendix-III (as applicable) of the UGC Regulations.

**19.17 Screening cum Evaluation Committee** for University teachers:

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 :-

- a) The Vice Chancellor - the Chairperson of the Screening and Evaluation Committee.
- b) The Dean of the concerned Faculty.
- c) Head /Chairperson of the Department/School
- d) One subject expert nominated by the Vice Chancellor in the concerned subject drawn from the panel of experts outside the University of Mysore.

**19.18 Screening cum Evaluation Committee** for Constituent College teachers:

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 :-

- a) The Vice Chancellor - the Chairperson of the Screening and Evaluation Committee.
- b) The Principal of the college.
- c) Head /Chairperson of the Concerned PG Department.
- d) One subject expert nominated by the Vice Chancellor in the concerned subject drawn from the panel of experts outside the University of Mysore.

**Quorum**

The quorum for these committees shall be **three** including **one subject expert**/nominee of the Vice-chancellor.

- 19.19** The **Screening cum Evaluation Committee** on verification/ evaluation of API score secured by the candidate, shall recommend to the Syndicate of the University of Mysore about the suitability of the candidate for promotion under CAS for implementation. The API Score is based on Performance Based Academic Score (PBAS) designed by the University on the basis of the UGC Regulations and as per the minimum requirements specified in Tables II & III of the said UGC Regulations thereof for each of the cadre of Assistant Professor.
- 19.20** 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 proforma and recommendation made on the basis of merit and duly signed by all the members of the selection committee.
- 19.21** 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.
- 19.22** The incumbent teacher must be on the roll and active service of the University/Constituent College on the date of consideration by the Selection Committee for Selection/CAS Promotion.
- 19.23** 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, analyse and discuss curriculum development, research problems and Institutional 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 class room situation by a lecture.
  - e) Analysis of the merits and credentials of the candidates on the basis of the

Performance Appraisal Scoring System guidelines developed by the University.

- 19.24** The University shall include at least one of the subject experts from the list of the subject experts hosted on UGC Website, 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. He/She shall submit his/her report to UGC with a copy handed over to the chairperson of the selection committee, which also be placed before the Syndicate/Executive Council along with the recommendations of the selection committee.
- 19.25** In order to avoid delays in holding Selection committee meetings 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 WP guidelines developed in the UGC Notification.
- 19.26** 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 unless they acquire the said qualifications and till then they shall continue to be in the pre-revised UGC scales or the State scale as the case may be.
- 19.27** The fresh recruits after 11.07.2009 made by validly constituted Selection Committees, Boards of Appointment of University, 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. shall be debarred from continuing in the service after the period of probation.

- 19.28** 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.

## **20 INCREMENTS:**

- 20.1** 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.
- 20.2** 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.
- 20.3** 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.

## **21 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:

- 21.1** The essential qualifications of the post held were not lower than the qualifications Prescribed by UGC for Asst. Professor, Associate Professor and Professor as the case may be.

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

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

**21.4** The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by UGC for appointment to the post of Asst. 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 for such appointments.

The previous appointment was not an ad hoc or in a leave vacancy.

## **22 PERIOD OF PROBATION AND CONFIRMATION:**

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

## **23 TEACHING DAYS:**

The University/Department/Centre/School shall adopt at least 180 working days, i.e., with on minimum of 30 weeks of actual teaching in a 6-day week. Of the remaining period, 12 weeks may be devoted to admission, examination, non-instructional, and other activities (e.g. for sports, college day, etc), 8 weeks for vacation and 2 weeks for 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**

	Six days/week	Five days/week
Teaching/Learning process	30 weeks (180 days)	30 weeks (180 days)
Admissions/Examinations preparation for Examination	12	8
Vacation	8	6
Public Holidays (to increase & adjust teaching days accordingly)	2	2
<b>TOTAL</b>	<b>52 weeks</b>	<b>52 weeks</b>

## **24 WORK LOAD**

**24.1** 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 for which necessary space and infrastructure should be provided by the University. Direct teaching hours shall be as follows:

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

**24.2** A relaxation of two hours in the workload may, however, be given to Professors/Associate Professors 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.

## **25 SERVICE AGREEMENT:**

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

## **26 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.

## **27 ACCOUNTABILITY:**

- a) The self-appraisal of performance shall 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 Weight-age Points 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.

**28 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.

**29 NON-APPLICATION OF UGC PAY SCALES:**

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. The revised pay scale shall be extended only after due verification of the required qualification by the University. Further revision is applicable to the qualified teaching staff presently drawing UGC pay scales subject to the conditions stipulated in this order.

**30 REPEAL:**

All the existing statutes in this behalf are hereby repealed.

REGISTRAR