



ಕನ್ನಡ ವಿಶ್ವವಿದ್ಯಾಲಯ, ಹಂಪಿ

ವಿದ್ಯಾರಣ್ಯ, ಹೊಸಪೇಟೆ, ವಿಜಯನಗರ ಜಿಲ್ಲೆ, ಕರ್ನಾಟಕ-೫೮೩ ೨೭೬

ಕುಲಸಚಿವರು

ಸಂಖ್ಯೆ:ಕವಿಹಂ:ಕುಸ:ಬೋಸೇಜೇ/೧೪/೨೦೨೬-೨೭

ದಿನಾಂಕ: ೧೫.೧೦.೨೦೨೬

ಕಚೇರಿ ಟಿಪ್ಪಣಿ

ವಿಷಯ : ಅಧ್ಯಾಪಕರು ಮುಂದಿನ ಹಂತಕ್ಕೆ ಬಡ್ತಿ ಹೊಂದಲು ಸಿಎಎಸ್ ಮುಂಬಡ್ತಿಗಾಗಿ ಅರ್ಜಿ ಆಹ್ವಾನಿಸುವ ಕುರಿತು.

ಉಲ್ಲೇಖ: ೧. ಯುಜಿಸಿ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ: ಎಫ್.ಐ-೧/೨೦೦೯(ಪಿಎಸ್.): ದಿನಾಂಕ: ೩೦.೦೬.೨೦೧೦ ಹಾಗೂ
ಯುಜಿಸಿ ಅಧಿಸೂಚನೆ, ನವದೆಹಲಿ ದಿ. ೧೮.೦೭.೨೦೧೮

೨. ದಿನಾಂಕ ೦೩.೦೮.೨೦೨೬ರಂದು ನಡೆದ ಕಾರ್ಯಕಾರಿ ಸಮಿತಿಯ ೨೩ನೇ ಸಭೆ ನಿರ್ಣಯ ಸಂ.೨೩೯.೧೪

೩. ಮಾನ್ಯ ಕುಲಪತಿಗಳ ಅನುಮೋದನೆ ಕಂಡಿಕೆ ೨೦ ದಿನಾಂಕ ೦೪.೦೯.೨೦೨೬

ಕನ್ನಡ ವಿಶ್ವವಿದ್ಯಾಲಯದ ವಿವಿಧ ವಿಭಾಗಗಳಲ್ಲಿ ಸೇವೆ ಸಲ್ಲಿಸುತ್ತಿರುವ ಬೋಧಕರಿಗೆ ಉಲ್ಲೇಖಗಳನ್ವಯ ಸಿಎಎಸ್ ಮುಂಬಡ್ತಿಗೆ ಅರ್ಜಿ ಆಹ್ವಾನಿಸಬೇಕಾಗಿದೆ. ಸಿ.ಎ.ಎಸ್. ನಿಯಮಗಳ ಅನ್ವಯ ಅಧ್ಯಾಪಕರು ಮುಂದಿನ ಹಂತಕ್ಕೆ ಬಡ್ತಿ ಹೊಂದಲು ಸಿಎಎಸ್ ಮುಂಬಡ್ತಿ ನೀಡುವ ಪ್ರಕ್ರಿಯೆ ಆರಂಭಿಸಲು ಮಾನ್ಯ ಕುಲಪತಿಗಳು ಉಲ್ಲೇಖ ೩ರಲ್ಲಿ ಆಡಳಿತಾತ್ಮಕ ಅನುಮೋದನೆ ನೀಡಿರುತ್ತಾರೆ. ಈ ಹಿನ್ನೆಲೆಯಲ್ಲಿ ಅರ್ಹರಿರುವ ಬೋಧಕ ವೃಂದದವರು ಈಗಿರುವ ಹುದ್ದೆಯಿಂದ ಮುಂದಿನ ಹಂತಕ್ಕೆ ಬಡ್ತಿ ಹೊಂದಲು ಸಿಎಎಸ್ ಮುಂಬಡ್ತಿಗಾಗಿ ಯುಜಿಸಿ ಅಧಿಸೂಚನೆ ೨೦೧೮ರ ಮಾರ್ಗಸೂಚಿಗಳನ್ವಯ ನಿಗದಿತ ಅರ್ಜಿ ನಮೂನೆಯಲ್ಲಿ ವಿವರಗಳನ್ನು ಭರ್ತಿ ಮಾಡಿ, ಅಗತ್ಯ ದಾಖಲೆಗಳೊಂದಿಗೆ ಎಂಟು ಪ್ರತಿಗಳಲ್ಲಿ ದಿನಾಂಕ ೦೪.೧೧.೨೦೨೬ರ ಒಳಗಾಗಿ ಸಲ್ಲಿಸಲು ಸೂಚಿಸಿದೆ. ಅರ್ಜಿ ನಮೂನೆಯನ್ನು ಅಂತರ್ಜಾಲ ತಾಣ www.kannadauniversity.org ದಿಂದ ಪಡೆದುಕೊಳ್ಳಬಹುದು.

ಆದೇಶದ ಮೇರೆಗೆ,


ಕುಲಸಚಿವರು
ಕನ್ನಡ ವಿಶ್ವವಿದ್ಯಾಲಯ, ಹಂಪಿ
15/10/26

ಇವರಿಗೆ,

೧. ಅಧ್ಯಯನ ವಿಭಾಗಗಳ ಎಲ್ಲ ಮುಖ್ಯಸ್ಥರಿಗೆ-ತಮ್ಮ ವಿಭಾಗದ ಬೋಧಕರಿಗೆ ಮಾಹಿತಿಯನ್ನು ನೀಡುವುದು.

ಪ್ರತಿಗಳು

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೧೨. ಕಚೇರಿ ಪ್ರತಿ

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APPENDIX-I

ANNEXURE -II

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

Date:

Signature & Designation of Head of Department

Office:

Annexure-III

UNDERTAKING

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

Date:

Signature:

Station:

Name:

Designation:

College/University

Signed before me

Signature & Designation of Head of the Office / Department

Appendix-II

Table - 1

Assessment Criteria and Methodology for University / College Teachers

S.No.	Activity	Grading Criteria
1	Teaching: (Number of classes taught /total Classes assigned) x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above- satisfactory Less than 70% - Not satisfactory
2	Involvement in the University / College students related activities / research activities: a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator/Warden etc., b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. d) Organizing seminars / conferences / workshops, other college / university activities. e) Evidence of actively involved in guiding Ph.D. students. f) Conducting minor or major research project sponsored by national or international agencies. g) At least one single or joint publication in peer-reviewed or UGC list of Journals. h) Students' Assessment of Teachers with at least 3 points in the 5-point scale	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved / undertaken any of the activities Note: Number of activities can be within or across the broad categories of activities

Overall Grading:

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

OR

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

Not Satisfactory: If neither good nor satisfactory in overall grading

Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his / her absence from his / her teaching responsibilities subject to the condition that such leave / deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these Statutes and as per the acts, Statutes and ordinances of the parent institution.

Appendix-II

Table - 2

Methodology for University/College Teachers for calculating Academic/Research Score

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.)

S.N.	Academic / Research Activity	Faculty of Sciences / Engineering / Agriculture/ Medical/ Veterinary Sciences	Faculty of Languages / Arts/ Humanities/ Social Sciences/ Library/ Education/ Physical Education/ Commerce / Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks / credit)	20	20
	MOOCs(developed in 4-quadrant)per module/lecture	05	05
	Content writer / subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs(4-credit course) (In case of MOOCs of lesser credits 02 marks /credit)	08	08
	E-Content		
	Development of e-Content in 4-quadrants for a complete course / e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/ paper/e-book(at least one quadrant)	02	02
	Editor of e-content for complete course/paper/ e-book	10	10
4.	(a) Research Guidance		
	Ph.D. per degree awarded / per thesis submitted	10 /05	10 / 05
	M.Phil. / P.G dissertation: per degree awarded	02	02

	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5	(a) Patents		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/organization like UNO/ UNESCO/ World Bank / IMF etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards / Fellowship		
	International	07	07
	National	05	05
6.	* Invited lectures/Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State / University	02	02

The Research score for research papers would be augmented as follows: Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuter's list):

- i) Paper in refereed journals without impact factor - 5 points
- ii) Paper with impact factor less than 1 - 10 points
- iii) Paper with impact factor between 1 and 2 - 15 points
- iv) Paper with impact factor between 2 and 5 - 20 points
- v) Paper with impact factor between 5 and 10 - 25 points
- vi) Paper with impact factor >10 - 30 points
- (a) Two authors: 70% of total value of publication for each author.
- (b) More than two authors: 70% of total value of publication for the First / Principal / Corresponding Author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note: a) Paper presented if part of edited book or proceeding then it can be claimed only once.

- a) For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Both shall get 7 marks each.
- b) For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b), Policy Document and 6. Invited lectures / Resource Person / Paper presentation shall have an upper capping of thirty percent of the total research score of the Teacher concerned.
- c) The research score shall be from the minimum of three categories out of six categories.

Appendix-II

Table - 3 A

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

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

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

Note:

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

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

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

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

Appendix-II

Table - 3 B

Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges

S.N.	Academic Record	Score			
1.	Graduation	80% & Above = 21	60% to less than 80% =19	55% to less than 60%=16	45% to less than 55% =10
2.	Post-Graduation	80% & Above = 25	60% to less than 80% =23	55% (50% in case of SC/ST/OBC(non-creamy layer)/ PWD) to less than 60% =20	
3.	M.Phil.	60% & above = 07	55% to less than 60% = 05		
4.	Ph.D.	25			
5.	NET with JRF	10			
	NET	08			
	SLET/SET	05			
6.	Research Publications (2 marks for each research publications in Peer-Reviewed or UGC-listed Journals)	06			
7.	Teaching/Post- Doctoral experience#(2 marks per year)	10			
	Awards	03			
	International/National Level (Awards given by International Organisations/ Govt of India / Govt of India recognised National Level Bodies)	02			
	State Level (Awards given by State Govt)	02			

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

Note: (A)

(i) M.Phil. + Ph.D.	Maximum	-	25 Marks
(ii) JRF/NET/SET	Maximum	-	10 Marks
(ii) In awards category	Maximum	-	03 Marks

(B) Number of candidates to be called for interview shall be decided by the College;

(C)	Academic Score	-	84
	Research Publications	-	06
	Teaching Experience	-	10
	TOTAL	-	100

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

Appendix-II

Table - 4
Assessment Criteria and Methodology for Librarians

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

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

Appendix-II

Table - 5

**Assessment Criteria and Methodology for Directors of
Physical Education and Sports**

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

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

Appendix-II

Table - 6 A

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

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

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

Appendix-II

Table - 6 B

Criteria for Selection of Candidates for the Posts of Assistant Professors and other Academic Staff in the University Departments

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

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

Appendix-II

Table - 6 C

The UGC and the Suggested Criteria for Short-listing of Candidates for Interview for the Posts of Assistant Professors & other Academic Staff in the University Constituent Colleges.

Sl. No.	Academic Record	Scheme as per Table 3B of Appendix II, UGC Regulation 2018	Scheme Suggested by the Committee
1.	Graduation, Post-Graduation & $\frac{1}{3}$ of Ph.D./Entrance Test	-	21+25+04 =50
A)	Graduation: 15: 80% &+ ; 13: 60% to <80%; 10: 55% to <60%; 05: 45% to <55%	21	(Entrance Test)
B)	Post-Graduation: 25: 80% &+; 23 = 60% to <80%; 20: 55% (50% for SC/ST/OBC (non-creamy)/PWD)to< 60%.	25	
2.	Ph.D./M.Phil. UGC - Ph.D. - 30; M.Phil. 60% + - 07; 55% -<60% - 05: Suggested - Ph.D.- 20; M.Phil.: 60% + - 07; 55% - <60% - 05	25	25-04 = 21
3.	NET with JRF/NET/ SLET/SET 07: NET with JRF, 05: NET; 03: SLET/SET	10	10
4.	Research Publications (2 marks per Res. Pub. in Peer-reviewed/UGC-listed Journals)	06	06
5.	Teaching / Post-Doctoral Exp. (2 marks/year)#	10	10
6.	Awards: International/National level -03; State level - 02 (International/National Level (Awards by International Organisations/ Govt. of India & recognized National Level Bodies; State-Level Awards by State Govt.)	03	03
7.	Total Score for Short listing of Candidates for Interview	100	100

*The test is suggested in lieu of using UG, PG and part of Ph.D./M.Phil. marks for short listing of candidates for the interview. This is because that there are variations in awarding % marks or Grades by different Universities and Autonomous Colleges. Some HEIs are too liberal, while some are moderate, and some others are stricter in awarding marks/ grades. Hence to have a common relative assessment of merit of the candidates, entrance tests are suggested. Further, M.Phil. and Ph.D. programs also involve coursework examinations. Thus 04 out of 25 marks have been taken towards conducting of the tests by the Karnataka Examination Authority or some other body. As a result, out of 100 marks used for short listing of candidates for the interview, 50 marks will be based on entrance test in lieu of UG and PG % of marks and part of marks earmarked for M.Phil. and Ph.D., the remaining 50 marks will be based on Ph.D./M.Phil., NET/ SET/ SLET, Research Publications, Teaching / Post-Doctoral Experience and awards, as suggested in the UGC Regulations 2018.

Appendix-II

Table - 6 D

Criteria for Selection of Candidates for the Posts of Assistant Professors and other Academic Staff in the University Constituent Colleges.

Sl.No.	Academic Record	Academic Score	
		Maximum	Secured
1.	Entrance Test	50	
2.	M.Phil + Ph.D Ph.D.: 21; M.Phil. 07: 60% & above; 05: 55% -<60%	21	
3.	NET with JRF/NET/ SLET/SET 10: NET with JRF, 08: NET; 05: SLET/SET	10	
4.	Research Publications (2 marks for each Research Publication published in Peer-Reviewed/UGC-listed Journals)	06	
5.	Teaching / Post-Doctoral Experience (2 marks for each year)*	10	
6.	Awards: International/National level -03; State level -02 (Awards given by International Organizations/ Govt. of India and recognized National Level Bodies; State-Level - Awards by State Govt.)	03	
7.	Total Score for Short listing of Candidates for Interview (Sum of 1 to 6)	100	
8.	Interview Performance	12	
9.	Grand Total Score for Selection of Candidates (7 + 8)	112	

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

Appendix-II

TABLE -7

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

Minimum Norms/ Criteria	Assistant Professor /Equivalent cadres (Academic Level-10)	Assoc. Professor / Equivalent cadres (Academic Level-13A)	Professor/ Equivalent cadres (Academic Level-14)	Senior Professor (Academic Level-15)
1	2	3	4	5
Minimum Qualifications as stipulated in UGC Regulations 2018 (Clause 4.1)	A Master's degree with 55% marks or equivalent and NET/SET/SLET or Ph.D. degree as per UGC PhD Regulations 2016 (Clause 4.1-I)	A good academic record with Masters (55% marks) & PhD degrees, a minimum of eight years of teaching &/research experience with a minimum of seven publications & a total research score of seventy five (Clause 4.1-II)	An eminent scholar with a Ph.D. degree, actively engaged in research with high quality published work with a minim. of 10 Res. Publications, ten years of teaching &/research experience & a total research score of 120 (Clause 4.1-III)	An eminent scholar with good track record of high quality publications, engaged in research supervision, a minimum of ten years of teaching / research experience as professor, ten publications & at least 2PhDs guided successfully during last 10 years (Clause 4.1-IV)
Selection Committee Criteria / Weightages (Total Weightage =100 or as specified)	A) Entrance Test (50%) * B) Academic score * 30%(Colleges: 34%) C) Research Publications:10% (Colleges: 06%) * D) Teaching / Post-doctoral research experience (10%)* E) Assessment of domain knowledge, pedagogy, articulation communication skills, research potential & general knowledge (12) * *Annexure-7(a)	A) Academic record (30%) * B) Teaching and involvement in student related / research activities (30%)* C) Research Performance (28%)* D) Assessment of domain knowledge, teaching methods research update & general knowledge (12%)* *Annexure-7(b)	A) Teaching and involvement in student related / research activities (33%)* B) Research Performance (40%)* C) Quality of Publications (15%)* D)Assessment of domain knowledge, teaching methods, research contributions and general updates (12%) * *Annexure-7(c)	A) Teaching and involvement in student related/ research activities (20%) * B) Research contributions (44%)* C) Review of track record - academic achievements, teaching & student-related/ research activities (12%)* and ten best publications (12%)* by three eminent subject experts D) Interaction regarding teaching-learning and research activities, contributions to institutional development and research contributions (12%) * *Annexure-7(d)

Annexure-7(a)

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

Sl.No.	Parameter	Max. marks/
A. Entrance Test (50%)		50
B. ACADEMIC SCORE(30%: Univ. Depts.& 34%:Colleges)		30/34
a) Ph.D. and M.Phil. (20: Univ. Depts.& 21:Colleges): Univ. Depts.: Ph.D.- 20; M.Phil.: 60% and above.- 07; 55% to <60% - 05 Colleges: Ph.D.- 21; M.Phil.: 60% and above.- 07; 55% to <60% - 05 b) NET with JRF/NET/SLET/SET (7: Univ. Dept.& 10:Colleges) Univ. Depts.: NET with JRF -07; NET - 05; SLET/SET – 03 Colleges : NET with JRF -10; NET - 08; SLET/SET – 05 c) Awards (International/National Level) (03): International/National level - 03 (Awards by International		
C. Teaching and or Post-Doctoral Experience:		10
a) Teaching Experience(maximum of 10 marks) (02 per completed year of full-time teaching / research experience) b) D.Litt./ D.Sc./ LLD - 10 or Post-Doctoral Studies/Research (with evidence of Research publications/Patents/Books/ Monographs) 6 Months & above -3 (one research publication etc.) 1 Year & above -6 (two research publications etc.)		
D. RESEARCH PUBLICATIONS (10%: Univ. Depts.& 6%: Colleges) in Peer-reviewed and UGC-Listed Journals (2 marks per publication)		10/06
I. Total Score for Short listing of Candidates for Interview (A+B+C+D)		100
E. ASSESSMENT OF DOMAIN KNOWLEDGE, PEDAGOGY AND COMMUNICATION SKILLS AND RESEARCH POTENTIAL (12%)		12
Domain knowledge, pedagogy, Articulations/communication skills, research potential and general knowledge shall be assessed by the Selection Committee based on a Lecture Presentation on a topic in the subject in a class room situation, and discussion on the capacity of the candidate to use the latest technology in teaching and research, in the Oral Interview. - Domain knowledge & Pedagogy - 03 (Maximum) -Articulations/ communication skills - 03 (Maximum) - Research potential - 03 (Maximum) - General Knowledge - 03 (Maximum)		
II. Grand Total Score for Selection of Candidates (I+E)		112

Annexure-7(b)

**ANNEXURE FOR COLUMN-3 OF TABLE- 7
PARAMETERS FORASSESSINGACADEMICRECORD, TEACHING AND,
RESEARCH PERFORMANCE, DOMAIN KNOWLEDGEETC. FOR THE
RECRUITMENTOF ASSOCIATE PROFESSOR (Level -13A)**

Sl. No.	Parameter	Max
A. ACADEMICRECORD (30%):		30
1. a) Ph.D. and M.Phil. (15): Ph.D.- 15; M.Phil.- 05: b) NET with JRF/NET/SLET/SET (5): NET with JRF -05; NET - 03; SLET/SET – 02 2. Awards /Post-Doctoral Studies/Research (10): a) State level Awards by State Govt.: 03 per award (International/National awards or fellowships are covered under research score) b). D.Litt./ D.Sc./ LLD - 10 or Post-Doctoral Studies/Research (with evidence of Research Publications/Patents/Books/Monographs) 6 Months& above -3 (at least one paper) 1 Year& above -5 (at least two papers) 2 Years& above -7 (at least three papers)		
B. Teaching and Involvement in Students Related /Research Activities) (30%) (as detailed in Table 1 of Appendix II of UGC Regulations 2018 or as amended)		
1. Overall Grading: Good or Satisfactory Grade in teaching or students related/ research activities shall be based on the annual performance assessment reports of at least six of eight years of prescribed service. Very Good: 20 (Good in teaching and good in involvement in students related activities/ research activities). Good: 16 (Good in teaching and satisfactory in involvement in Students related activities/ research activities or vice versa). Satisfactory: 12 (Satisfactory in teaching and satisfactory in involvement in students related activities/ research activities).		20
2. Teaching/ Professional/ Research Experience: 1.0 per year of experience for which Annual Performance Assessment Report is available.		10
C. RESEARCH PERFORMANCE (28%)		
Research Score (28): 25 points for the prescribed Research Score of 75 plus an additional one point per every five additional research score (Research Score shall be calculated as per Table-2 of Appendix-II in the UGC Regulations 2018 or as amended from time to time).		28
I. Total Score for Short listing of Candidates for Interview (A+B+C)		88
D. Assessment of Domain Knowledge, Teaching methods, Research update and General Knowledge (12%): They shall be assessed by the Selection Committee based on a Lecture Presentation on a topic in the subject in a classroom situation, and discussion on the capacity to use the latest technology in teaching and research, in the Oral Interview: - Domain knowledge, -03 (Maximum) -Teaching methods -03 (Maximum) -Research update -03 (Maximum) - General Knowledge - 03 (Maximum)		12
II. Grand Total Score for Selection of Candidates (I+D)		100

Annexure- 7(c)

ANNEXURE FOR COLUMN-4 OF TABLE- 7

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

Sl. No.	Parameter	Max points
A. TEACHING AND INVOLVEMENT IN STUDENTS RELATED ACTIVITIES / RESEARCH ACTIVITIES) (33%) (as detailed in Table 1 of Appendix II of UGC Regulations 2018 or as amended by it from time to time)		
1. Overall Grading: Good or Satisfactory Grade in teaching or students related/ research activities shall be based on the annual performance assessment reports of at least six of ten years of prescribed service		20
Very Good: 20 (Good in teaching and good in involvement in students related activities/ research activities).		
Good: 16 (Good in teaching and satisfactory in involvement in students related activities/ research activities or vice versa). in students related activities/ research activities).		
Satisfactory: 12 (Satisfactory in teaching and satisfactory in involvement in students related activities/ research activities).		
2. Teaching/ Professional/ Research Experience: 1.0 per year of experience for which Annual Performance Assessment Report is available		13
B. RESEARCH PERFORMANCE (40%) (may be achieved from 1 or 1+2)		40
1. Research Score: 25 points for the prescribed Research Score of 120 plus an additional one point for every additional research score of five (5) (Research Score shall be calculated as per Table-2 of Appendix-II in the UGC Regulations 2018 or as amended by it from time to time).		
2.D.Litt./ D.Sc./ LLD - 10 or Post-Doctoral Studies/Research (with evidence of Research Publications/Patents/Books/Monographs)		
a) 1 Year & above - 3 (at least two papers) 2 Years & above - 5 (at least three papers) OR		
b) State level Awards by State Govt.: 03 per award (International/National awards or fellowships are covered under research score)		
C. ASSESSMENT OF QUALITY OF PUBLICATIONS (15%): Best 10 Publications (Res. papers/books/patents) chosen by the candidate shall be assessed by the subject experts in the Selection Committee before holding interview).		15
I. Total Score for Short listing of Candidates for Interview (A+B+C)		88
D. Assessment of Domain Knowledge, Teaching Methods, Research Contributions and General Updates shall be assessed by the Selection Committee based on a Lecture Presentation on a topic in the subject in a class room situation, and discussion on the capacity of the candidate to use the latest technology in teaching and research, in the Oral Interview:		12
- Domain Knowledge in the subject -03 (Maximum) -Teaching Innovations -03 (Maximum) -Research Contributions -03 (Maximum) - General Updates - 03 (Maximum)		
II. Grand Total Score for Selection of Candidates (I+D)		100

Annexure- 7(d)

ANNEXURE FOR COLUMN-5 OF TABLE- 7

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

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

TABLE – 8
MINIMUM REQUIREMENTS AND OTHER NORMS FOR DIRECT
RECRUITMENT OF LIBRARIAN POSITIONS IN THE UNIVERSITY / AND
WEIGHTAGES IN THE SELECTION COMMITTEES
 (To be considered along with other specified eligibility qualifications stipulated in the
 UGC Regulations 2018)

Minimum Norms / Criteria	Assistant Librarian (Entry level, Academic Level-10)	Deputy Librarian (Academic Level-13A)	Librarian (Academic Level-14)
1	2	3	4
Minimum Qualifications Requirements	Minimum Qualifications as stipulated in the UGC Regulations 2018	Minimum Qualifications as stipulated in the UGC Regulations 2018	Minimum Qualifications as stipulated in the UGC Regulations 2018
Selection Committee Criteria / Weightages (Total Weightage = 100 or as specified)	A) Entrance Test (50%*) B) Academic Score* 30% (Colleges: 34%) C) Library related Research Publications 10% (Colleges: 6%) * D) Work Experience in Library Services and its Management (10%)* E) Interview-Assessment of Domain Knowledge, Library Automation, Communication Skills & General Knowledge (12%) * *Annexure -8(a)	A) Academic Record (30%)* B) Library Services and Library Management Activities (30%) * C) Innovative Library Services and Integration of ICT in Library and related Publications and Research Score (28%) * D) Interview-Assessment of Domain Knowledge, Library Automation, Library Management Skills & General Knowledge (12%) * *Annexure - 8(b)	A) Library Services and Library Management Activities (32%) * B) Innovative Library Services, related Publications and Research Score (30%) * C) Quality of library related Research Publications and Vision Plan (24%) * D) Interview-Assessment of Domain Knowledge, Library Management skills, Innovative Library Services Contributions and General Updates (12%) * *Annexure - 8(c)

Annexure-8(a)

**ANNEXURE FOR COLUMN-2 OF TABLE – 8
PARAMETERS FOR ASSESSING ACADEMIC RECORD, DOMAIN
KNOWLEDGE, RESEARCH, LIBRARY AUTOMATION AND
COMMUNICATION SKILLS FOR THE RECRUITMENT OF UNIVERSITY
ASSISTANT LIBRARIAN (Academic Level-10)**

Parameter	Max marks/ Points
A. Entrance Test (50%)	50
B. ACADEMIC SCORE(30% Univ. Depts.& 34%:Colleges) a) Ph.D. and M.Phil. (20: Univ. Depts.& 21:Colleges): Univ. Depts.: Ph.D.- 20; M.Phil.: 60% and above.- 07; 55% to <60% - 05 Colleges : Ph.D.- 21; M.Phil.: 60% and above.- 07; 55% to <60% - 05 b) NET with JRF/NET/SLET/SET (7: Univ. Dept.& 10:Colleges) Univ. Depts.: NET with JRF -07; NET - 05; SLET/SET – 03 Colleges : NET with JRF -10; NET - 08; SLET/SET – 05 c) Awards (International/National Level) (03): International/National level - 03 (Awards by International Organizations/ Govt. of India and by recognized National Level Bodies); State-Level Awards by State Govt.- 02	30/34
C) LIBRARYRELATED RESEARCH PUBLICATIONS (10% Univ. Depts.& 34%:Colleges): Publications in innovative library services, library management and library related research shall only be considered: - 02 per document/paper, 05 per monograph	10/06
D) WORK EXPERIENCE IN LIBRARY SERVICES AND MANAGEMENT(10%) - 02 per CompletedYear of Experience	10
I. Total Score for Short listing of Candidates for Interview (A+B+C+D)	100
E) ASSESSMENT OF DOMAIN KNOWLEDGE, LIBRARY AUTOMATION, COMMUNICATION SKILLS AND GENERAL KNOWLEDGE (12%): Domain knowledge in the subject, innovative library services including library automation, Communication skills and General Knowledge shall be assessed by the Selection Committee based on a Presentation and Oral Interview. - Domain Knowledge - 03(Maximum) - Innovative Library Services Including Library Automation - 03(Maximum) - Communication Skills - 03(Maximum) - General Knowledge - 03(Maximum)	12
II. Grand Total Score for Selection of Candidates (I+E)	112

ANNEXURE FOR COLUMN-3 OF TABLE- 8
PARAMETERS FOR ASSESSING ACADEMIC RECORD, LIBRARY SERVICES &
MANAGEMENT ACTIVITIES, LIBRARY RELATED PUBLICATIONS &
RESEARCH AND INNOVATIVE LIBRARY SERVICES INCLUDING
INTEGRATION OF ICT IN LIBRARY FOR RECRUITMENT OF DEPUTY
LIBRARIAN (Academic Level 13A)

20

Annexure-8(c)

ANNEXURE FOR COLUMN-4 OF TABLE- 8 PARAMETERS FOR ASSESSING LIBRARY MANAGEMENT ACTIVITIES, RESEARCH, INNOVATIVE LIBRARY SERVICES INCLUDING INTEGRATION OF ICT IN LIBRARY AND ORGANISATIONAL VISION PLAN FOR RECRUITMENT OF UNIVERSITY LIBRARIAN (Academic Level-14)

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

TABLE –9

**MINIMUM REQUIREMENTS AND OTHER NORMS FOR DIRECT
RECRUITMENT OF PHYSICAL EDUCATION AND SPORTS PERSONNEL IN
THE UNIVERSITY AND WEIGHTAGES IN SELECTION COMMITTEES**

(To be considered along with Other Specified Eligibility Qualifications Stipulated in the UGC Regulations 2018)

Minimum Norms / Criteria	Assistant Director of Physical Education and Sports (Academic Level-10)	Deputy Director of Physical Education and Sports (Academic Level-13A)	Director of Physical Education and Sports (Academic Level -14)
1	2	3	4
Minimum Qualifications Requirements	Minimum Qualifications as stipulated in the UGC Regulations 2018	Minimum Qualifications as stipulated in the UGC Regulations 2018	Minimum Qualifications as stipulated in the UGC Regulations 2018
Selection Committee Criteria / Weightages (Total Weightage = 100 or as specified)	A) Entrance Test (50%) * B) Academic Score and Track Record of representing University/ College at competitions/ Championship 30% (34% in colleges) * C) Professional/ Field Experience(10%) * D) Physical Education & Sports related Research Publications 10% (6% in Colleges) * E) Field Performance in Games & Athletic skills (20%)* F) Interview –Assessment of Domain Knowledge, Games & Athletic skills & General Knowledge (12%) * *Annexure-9(a)	A) Academic Record and Track Record of representing University/ College at competitions/ Championship (30%)* B) Physical Education and Sports Activities (30%)* C) Competitions organized, Coaching Camps conducted and Good Performance Teams /Athletes produced for Competitions and Sports related Publications and Research Score (28%)* D) Interview- Assessment of Domain knowledge, Games & Athletic skills, Organization Skills and General Knowledge(12%) * *Annexure-9(b)	A) Physical Education and Sports Activities (32%)* B) Competitions organized, Coaching Camps conducted, and Good Performance Teams/ Athletes produced for Competitions and Sports related Publications and Research Score (36%)* C) Quality of Sports Related publications/ Contributions and Organizational Track Vision Plan (20%)* D) Interview – Assessment of Domain Knowledge, Games & Athletic skills, Organization Skills and General updates (12%) * *Annexure-9(c)

Annexure -9(a)

ANNEXURE FOR COLUMN-2 OF TABLE- 9 PARAMETERS FOR ASSESSING ACADEMIC AND TRACK RECORD OF SPORTS AND ATHLETIC SKILLS AND CHAMPIONSHIP WON, FOR THERE CRUITMENT OF ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (Entry Level-10)

Sl.No.	Parameter	Max Points
	A. Entrance Test (50%) *	50
	B. Academic Score, Track Record of representing Univ./College at Competitions/Championship:30% (34% in colleges) (points may be obtained from 1 or 2 or 1+2) 1. ACADEMIC SCORE:30% (34%) (Figures in Parentheses are for Colleges) a) Ph.D./M.Phil.:20(21): Ph.D.- 20(21); M.Phil.- 7(7): 60% +; M.Phil.- 5(5): 55% to <60% b) NET with JRF/NET/SLET/SET:07(10): NET with JRF -07(10); NET- 5(8); SLET/SET-3(5) c) Awards (International/National Level) (03): International/National level - 03 (Awards by International Organizations/Govt. of India and by recognized National Level Bodies); State-Level Awards by State Govt.- 02 2. TRACKRECORD 30% (34% in colleges) i) Criteria for awarding Marks: Performance in International competition recognized by Indian Olympic Association a) First Place - 30; b) Second Place - 25; c) Third Place - 20; d) Participation -15 ii) National Level Participation (Representing combined Universities team in the events organized by the recognized sports bodies of the country) a) First Place - 25; b) Second Place - 20; c) Third Place - 15; d) Participation - 10 iii) Representing State/University in All India Inter University: a) First Place - 20; b) Second Place - 15; c) Third Place - 10; d) Participation -07 iv) Inter University Zonal Championships/ State Championships a) First Place - 15; b) Second Place - 10; c) Third Place - 07; d) Participation -05 v) University Inter-Collegiate Tournaments: a) First Place - 10; b) Second Place - 7; c) Third Place - 5; d) Participation - 03	30/34
	C. PROFESSIONAL/ FIELD EXPERIENCE (10%) (02per completed year of full-time experience in Physical Education and Sports)	10
	D. SPORTSRELATED PUBLICATIONS AND RESEARCH (10%) (6% in colleges): It shall be assessed based on sports related publication and research: - 02 per document/paper / - 0 5 permonograph	10/06
	I. Total Score for Short listing of Candidates for Interview (A+B+C+D)	100
	E. GAMES AND ATHLETICSKILLS - Field Performance (20%): The Selection Committee shall assess Field Performance in Games, Track and Field events a) Skill performance in any two games recognized by AIU - 10 b) Skill performance in One Track and One Field Events - 10	20
	F. INTERVIEW PERFORMANCE: The Selection Committee shall assess the Domain knowledge, Field Performance Sports and Athletics Skills Performance and General knowledge of the candidate in the Oral Interview. Domain Knowledge - 03 marks (Maximum) Games and Athletic Skills - 06 marks (Maximum) General knowledge - 03 marks (Maximum)	12
	II. Grand Total Score for Selection of Candidates (I+E+F)	132

Annexure 9(b)

ANNEXURE FOR COLUMN-3 OF TABLE- 9

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

Parameter	Max points
A. Academic Score and Track Record of representing University/ College at competitions/ Championship (30%) (may be achieved from 1 or 2 or 1+2) 1. ACADEMIC SCORE (30%) a) Ph.D./M.Phil. (20): Ph.D.- 20; M.Phil.- 07: 60% & above; M.Phil.- 05: 55% to <60% b) NET with JRF/NET/SLET/SET (7): NET with JRF -07; NET - 05; SLET/SET – 03 c) Awards (03): International/National level - 03 (Awards by International Organizations/Govt. of India & by Govt. of India recognized National Level Bodies); State-Level Awards by State Govt.- 02 2. TRACK RECORD (30%) i) Criteria for awarding Marks: Performance in International competition recognized by Indian Olympic Association a) First Place - 30; b) Second Place - 25; c) Third Place - 20; d) Participation -15 ii) National Level Participation (Representing combined Universities team in the events) a) First Place - 25; b) Second Place - 20; c) Third Place - 15; d) Participation -10 iii) Representing State/University in All India Inter University: a) First Place - 20; b) Second Place - 15; c) Third Place - 10; d) Participation -07 iv) Inter University Zonal Championships/ State Championships a) First Place - 15; b) Second Place - 10; c) Third Place - 07; d) Participation -05 v) University Inter-Collegiate Tournaments: a) First Place - 10; b) Second Place - 7; c) Third Place - 5; d) Participation - 03	30
B. PHYSICAL EDUCATION AND SPORTS ACTIVITIES (30%): (As detailed in Table 5 of Appendix II of UGC Regulations 2018 or as amended by UGC) 1. OVERALL GRADING: Good or Satisfactory grade in teaching or students related/ research activities based on annual performance assessment reports of six of eight years of prescribed service Very Good: 20 (Good in Item 1 and good in any two other Items). Good: 16 (Good in Item 1 and satisfactory in any two other Items and vice versa). Satisfactory: 12 (Satisfactory in Item 1 and satisfactory in any two other Items) 2. Professional /Field Experience: -1.0 per Completed year of Experience for which Annual Performance Assessment Report is available, subject to a maximum of subject to a maximum of 10	20
C. Organization of Competitions, Conduct of Coaching Camps, Good Performance Teams/ Athletes Produced and Research Score (28%): 1. COMPETITIONS ORGANIZED AND COACHING CAMPS CONDUCTED (15): per Competition organized/Coaching Camp conducted of at least two weeks duration* 2. GOOD PERFORMANCE TEAMS /A THLETES PRODUCED (10): Per team/Athlete produced (National level-10, State level-7, Inter-University level-5, Inter-Collegiate level -3). 3. RESEARCH SCORE (10): One point per every five-research score (Research score shall be calculated as per Table-2 of Appendix-II in the UGC Regulations 2018)	28
I. Total Score for Short listing of Candidates for Interview (A+B+C)	88
D. INTERVIEW PERFORMANCE (12%): The Selection Committee shall assess Domain & General Knowledge, Sports, and Athletics & Organizing Skills in the Oral Interview. Domain knowledge - 03 marks (Maximum) Games and Athletic Skills - 03 marks (Maximum) Organizing Skills - 03 marks (Maximum) General Knowledge - 03 marks (Maximum)	12
II. Grand Total Score for Selection of Candidates (I+D)	100

Annexure-9(c)

ANNEXURE FOR COLUMN-4 OF TABLE- 9

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

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