

**KARNATAK**  **UNIVERSITY**  
**DHARWAD**

**STATUTE GOVERNING THE DIRECT RECRUITMENT, PROMOTION UNDER CAREER ADVANCEMENT SCHEME ( CAS) AND CONDUCT OF INTERVIEW TO THE POSTS OF PROFESSORS, ASSOCIATE PROFESSORS, ASSISTANT PROFESSORS, PRINCIPALS OF CONSTITUENT COLLEGES, DIRECTORS OF PHYSICAL EDUCATION AND LIBRARIANS AND ALLIED POSTS UNDER SECTION 40(1) (k) OF KSU ACT, 2000.**

**PREAMBLE:**

Consequent upon the extension of UGC pay scales as revised from 01.01.2006 in respect of Teachers, Librarians and Physical education Personnel of Universities and Constituent Colleges and issuance of letter No. 1-32/2006-U II/ UI-I (i) dated 31.12.2008 of the Government of the India, Ministry of Human Resource Development, Department of Higher Education, New Delhi and Notification No. F-3-1/2009(PS) dated 23.09.2009 of the University Grants Commission New Delhi and Government of Karnataka Order No. ED 37 UNE 2009, Bangalore dated 24.12.2009 prescribing the revised norms of recruitment and qualification for appointment and promotion of Professors, Associate Professors, Assistant Professors, Physical Education Directors and Librarians, it has become imperative to frame the statutes for recruitment and promotion of the above mentioned personnel in the Karnatak University, Dharwad.

1. **Title : Statute governing the direct recruitment, promotion under Career Advancement Scheme (CAS) and conduct of interview to the posts of Professors, Associate Professors, Assistant Professors, Principals of Constituent Colleges, Directors of Physical Education and Librarians under Section 40 (1)(k) of KSU Act, 2000.**
2. **a) Commencement:** This statute shall come into force from the date on which it is assented by H.E. the Chancellor or from any other date as the Chancellor may direct.
- b) Application :** The Statute shall apply to all promotions under CAS and direct recruitment posts carrying UGC scales of pay such as Professors, Associate Professors, Assistant Professors, Directors and Deputy Directors of Physical Education and Sports, Librarians, Deputy Librarians and Assistant Librarians, Principals of Constituent Colleges and such other allied posts as may be determined by the University in accordance with UGC Regulations 2010.

**3. Definitions :** Unless the context otherwise requires in this Statute

- i) 'Act' means Karnataka State Universities Act 2000.
- ii) 'Academic record' means academic achievements of the candidates which could enhance the subject knowledge-base in discharging his/her duties, as indicated in tables in Annexure – I.
- iii) API based PBAS means Academic Performance Indicator based on Performance Based Appraisal System in this Statute in Annexure I.
- iv) 'Knowledge, Teaching skill and domain knowledge' means ability to communicate clearly and effectively, aptitude for teaching, research potential, analytical ability, innovative thinking with a professional authority on the subject, positive critical analyzing competence, significant contribution to higher education, national development instantaneous planning and such other elements.
- v) 'Minimum Qualification' means qualification as prescribed for the respective positions in this statute based on UGC Regulation 2010.
- vi) 'Regulation' means the Regulations framed by the UGC under Section 26 (1) of the UGC Act 1956 vide Government of India Gazette notification dated 18.09.2010 Part III Section 4 page 7848.
- vii) 'Research performance based on API scoring and quality of publication' means the quality of Research and publications assessed as per API scoring system prescribed in Regulation and as per tables in Annexure I.
- viii) "Concerned/ allied/ relevant discipline" mean cognate subjects as approved by the University.
- ix) "Evidence of guided doctoral candidates" means at least one doctoral student should have been awarded Ph.D.
- x) "College" means any institution whether known as such or by any other name which provides for a course of study for obtaining any qualification from a university and which, in accordance with the rules and regulation of such university, is recognized as competent to provide for such course of study and present students undergoing such course of study for the examination for the award of such qualification. (As per UGC[(12A Ins. by S.3 of Act 59 of 1984)(1) (b)].

**4.0 RECRUITMENT AND QUALIFICATIONS**

**4.1** The direct recruitment to the posts of Assistant Professors, Associate Professors and Professors in the University and Constituent Colleges shall be on the basis of merit through all India advertisement inviting applications in the prescribed format including filling up of the tables for API based PBAS (self assessed), validating of these applications by a Committee consisting of Dean of the Faculty and Chairperson of the

Department and selections by the duly constituted Selection Committees as per the provisions made under this Statute. The composition of such committees should be as prescribed in this Statute.

The University shall provide an opportunity to all eligible candidates to appear before the Selection Committee for the interview. Interview shall be normally held within Six months from the last date of the receipt of the applications. However, in case of unavoidable circumstances, interview shall be held within the next extended six months with the approval of the Syndicate.

- 4.2** The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Principals, Assistant Directors of Physical Education and Sports, Deputy Directors of Physical Education and Sports, Directors of Physical Education and Sports, Assistant Librarians, Deputy Librarians and Librarians will be those as prescribed in this Statute.

A good academic record, 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's level shall be the minimum requirement for the appointment of Assistant Professors.

- 4.3** A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) will be required at the Master's level for those recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professors, Assistant Librarians, Assistant Directors of Physical Education and Sports.

- 4.4** A relaxation of 5% may be provided at the graduate and master's level for the Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.

- 4.5.** NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors in University/ Colleges.

Provided however, that candidates, who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in University / Colleges.

- 4.6 NET/SLET/SET shall not be required for such Masters Degree Programmes in disciplines for which NET/SLET/SET accredited test is not conducted.
- 4.7 A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19 September, 1991.
- 4.8 Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.
- 4.9 The Ph.D. Degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.
- 4.10 The Ph.D. Degree shall be a mandatory qualification for all candidates to be appointed as Associate Professor through direct recruitment.
- 4.11 The period of time taken by candidates to acquire M.Phil. and / or Ph.D. Degree as full time scholars shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions.
- 4.12 In preparing the selection list, the Selection Committee shall follow the orders issued by the State Government from time to time in the matter of reservation for persons belonging to SC/ST/OBC, etc.
- 4.13 A minimum of 300 points and 400 points score in the API based PBAS as prescribed in Annexure-I are required under direct recruitment of Associate Professors and Professors respectively.

**MINIMUM QUALIFICATION:**

**5.0 PROFESSOR**

**5.1 FACULTIES OF ARTS, SCIENCES, SOCIAL SCIENCES, COMMERCE AND LAW**

- i) An eminent scholar with Ph.D. qualification(s) in the concerned / allied / relevant discipline; 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.
- 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 enabled teaching-learning processes.

**OR**

An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the

knowledge in the concerned / allied / relevant discipline, to be substantiated by credentials.

In such cases of selection of Professors who are from outside the academic stream and are considered under this the University Syndicate shall lay down clear and transparent criteria and procedures so that only outstanding professionals who can contribute substantially to the university knowledge system are selected.

## **5.2 MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS ETC.**

### **MUSIC**

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

OR

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

## **5.3 MANAGEMENT / BUSINESS ADMINISTRATION**

### **PROFESSOR /DIRECTOR**

- a) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant discipline or consistently good academic record with at least 55% marks (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 and professionally qualified Chartered Accountant / Cost and Works Accountant / Company Secretary of the concerned statutory body.

- b) Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.
- c) A minimum of ten years experience of teaching / industry / research / professional out of which five years must be at the level of Reader or equivalent excluding the period spent for obtaining the research degree as a full time scholar.

OR

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

- i) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's degree in Business Management/ Administration / in a relevant management related discipline or consistently good academic record with at least 55% marks (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 and professionally qualified Chartered Accountant / Cost and Works Accountant / Company Secretary of the concerned statutory body.

- ii) 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.
- d) Without prejudice to the above, the following conditions may be considered desirable :
    - i. Teaching, research, and / or professional experience in a reputed organization;
    - ii. Published work such as research papers, patents filed / obtained, books and / or technical reports;
    - iii. Experience of guiding the project work / dissertation of PG / Research Students or supervising R & D projects in industry;
    - iv. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
    - v. Capacity to undertake / lead sponsored R & D consultancy and related activities.

#### **5.4 PRINCIPAL (Constituent Colleges)**

- i. A Master's degree with at least 55% (or an equivalent grade in a point scale wherever grading system is followed) by a recognized University.
- ii. A Ph.D. degree in concerned / allied / relevant discipline(s) in the institution concerned with evidence of published work and research guidance.
- iii. Associate Professor / Professor with a total experience of fifteen years of teaching / research / administration in University / Colleges and other institutions of higher education.
- iv. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) as set out in this Statute in Annexure I for direct recruitment of Professors in colleges.

#### **5.5 EDUCATION (As per NCTE)**

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

OR

M.A. (Education) with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and B.Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed)

- ii) Ph.D. in Education; and
- iii) At least 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 his specialization.

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

#### **5.6 PRINCIPAL (As per NCTE)**

- i) Academic and professional qualification will be as prescribed for the post of Lecturer (Assistant Professor);
- ii) Ph.D. in Education; and
- iii) Ten years teaching experience out of which at least five years teaching experience in a Secondary Teacher Educational Institution.

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

#### **5.7 PHYSICAL EDUCATION**

- 1) A Master's Degree in Physical Education with a minimum of 55% (marks or an equivalent grade in a point scale wherever grading system is followed);
- 2) Ph.D. in Physical Education or equivalent published work; and
- 3) 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.

#### **5.8 PRINCIPAL (As per NCTE)**

- i) A Master's degree in Physical Education with 55% marks (or an equivalent grade in a point scale wherever grading system is followed);
- ii) Ph.D. in Physical Education or equivalent published work in Physical Education; and
- iii) Ten Years teaching experience out of which five years experience shall be in a College of Physical Education.

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

#### **6.0 ASSOCIATE PROFESSOR**

#### **6.1 FACULTIES OF ARTS, SCIENCES, SOCIAL SCIENCES, COMMERCE AND LAW**

- i) Good academic record with a Ph.D. Degree in the concerned / allied / relevant disciplines.
- ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- iii) A minimum of eight years of experience of teaching and / or research in an academic / research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution / industry, excluding the period of Ph.D. (only for full time scholars), research with evidence of published work and a minimum of 5 publications as books and / or research / policy papers.



- iv) Contribution to educational innovation, design of new curricula and courses, and technology-enabled teaching-learning process with evidence of having guided doctoral candidates and research students.

## **6.2 MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS, ETC.**

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

OR

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

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

## **6.3 MANAGEMENT / BUSINESS ADMINISTRATION**

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

OR

First Class graduate 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 eight years' experience of teaching / industry / research / professional at managerial level excluding the period spent for obtaining the research degree as full time scholar.

OR

- iv. 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 (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU / recognized by AICTE / UGC,

OR

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

- 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 for full time scholars. 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.
- v. Without prejudice to the above, the following conditions may be considered desirable:
    - a) Teaching, research industrial and / or professional experience in a reputed organization;
    - b) Published 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.

#### **6.4 EDUCATION (As per NCTE)**

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

OR

M.A. (Education) and B.Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);

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

## **6.5 PHYSICAL EDUCATION**

- a) A Master's Degree in Physical Education with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed)
- iv) At least eight years teaching / research experience in a department / college of Physical Education out of which at least three years in the Post-Graduate level; and
- v) Ph.D. in Physical Education or Equivalent published work.

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

## **7.0 ASSISTANT PROFESSOR**

### **7.1 FACULTIES OF ARTS, SCIENCES, SOCIAL SCIENCES, COMMERCE AND LAW**

- i. Good academic record as defined by the concerned university with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.
- ii. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- iii. Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause 7.1, candidates, who are, or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET / SLET / SET for recruitment and appointment of Assistant Professor or equivalent positions in University / Colleges.

- iv. NET / SLET / SET shall also not be required for such Masters Programmes in disciplines for which NET / SLET / SET accredited test is not conducted.

## **7.2 MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS ETC.**

- i) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian / Foreign University.
- ii) Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC.
- iii) Notwithstanding anything contained in the sub-clauses (i) and (ii) to this Clause 7.2, candidates, who are, or have been awarded Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET / SLET / SET for recruitment and appointment of Assistant Professor or equivalent positions in University / Colleges.
- iv) 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 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.

## **7.3 MANAGEMENT / BUSINESS ADMINISTRATION:**

### **Essential:**

- i) First Class Masters Degree in Business Management/ Administration in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU / accredited by the AICTE / UGC;

**OR**

- ii) First Class graduate and professionally qualified Chartered Accountant /Cost and Works Accountant/Company Secretary of the concerned statutory bodies.

**Desirable:**

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

**7.4 EDUCATION (As per NCTE)**

**A: Qualifications for M.Ed. Course (PG)**

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

OR

M.A. (Education) and B.Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and

- ii) Any other stipulation prescribed by the UGC / such other affiliating body / State Government, from time to time for the positions of Principal and Lecturers, shall be mandatory.

*Provided that*, it is desirable that one faculty member possesses a Master's Degree in Psychology and another member in Philosophy / Sociology besides M.Ed.

**B: Qualifications for B.Ed. Course (UG)**

**a) Foundation Courses**

- i) A Master's Degree in Science / Humanities / Arts with 50% marks (or an equivalent grade in a point scale wherever grading system is followed);
- ii) M.Ed. with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and
- iii) Any other stipulation prescribed by the UGC / any such affiliating body / State Government, from time to time for the positions of Principal and Lecturers, shall be mandatory;

OR

- i) M. A. in Education with 55% marks (or an equivalent grade in a point scale wherever grading system is followed);
- ii) B.Ed. with at least 55% (marks or an equivalent grade in a point scale wherever grading system is followed); and
- iii) Any other stipulation prescribed by the UGC / any such affiliating body / State Government, from time to time for the positions of principal and

**b) Methodology Courses**

- i) A Master's Degree in subject with 50% marks (or an equivalent grade in a point scale wherever grading system is followed);

- ii) M. Ed. Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and
- iii) Any other stipulation prescribed by the UGC / any such affiliating body / State Government, from time to time for the position of Principal and Lecturers (Assistant Professors), shall be mandatory.

*Provided that,* at least one Lecturer should have specializations in ICT and another in the special education.

## **7.5 PHYSICAL EDUCATION**

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

## **8.0 SELECTION COMMITTEES AND GUIDELINESS ON SELECTION**

### **8.1 PROFESSORS AND ASSOCIATE PROFESSORS**

- (a) The Selection Committee for the post of Professors and Associate Professors in the University shall have the following composition.
  - i. The Vice-Chancellor shall be the Chairperson of the Selection Committee.
  - ii. Three experts in the concerned subject nominated by the Vice-Chancellor out of the panel of names approved by the Syndicate of the University.
  - iii. Dean of the concerned Faculty.
  - iv. Chairperson of the Department.
  - v. An academician nominated by H.E. the Chancellor. \*
  - vi. An academician representing SC / ST / OBC / Minority / Women / Differently-abled categories to be nominated by the Vice-Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.
- (b) At least four members, including two outside subject experts shall constitute the **quorum**.

*(\* If required, the academician nominated by H.E the Chancellor for one Selection Committee shall form part of other Selection Committees also.)*

## 8.2 ASSISTANT PROFESSOR

- a) The Selection Committee for the post of Assistant Professors in the University shall have the following composition.
  - i. The Vice-Chancellor shall be the Chairperson of the Selection Committee.
  - ii. Three experts in the concerned subject nominated by the Vice-Chancellor out of the panel of names approved by the Syndicate of the University.
  - iii. Dean of the concerned Faculty.
  - iv. Chairperson of the Department.
  - v. An academician nominated by H.E. the Chancellor.\*
  - vi. An academician representing SC /ST /OBC /Minority/ Women/ Differently-abled categories to be nominated by the Vice-Chancellor or Acting 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.
- b) At least four members, including two outside subject experts shall constitute the **quorum**.

*(\* If required, the academician nominated by H.E the Chancellor for one Selection Committee shall form part of other Selection Committees also.)*

## 8.3 COLLEGE PRINCIPAL

- a) The Selection Committee for the post of College Principal shall have the following composition:
  - i) Chairperson of the Governing Body as Chairperson.
  - ii) Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.
  - iii) One nominee of the Vice-Chancellor who shall be a Higher Education expert. In case of Colleges notified/declared as minority educational institutions, one nominee of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the University of whom one should be a subject 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 Governing Body of the college) out of a panel of six experts approved by the Syndicate of the University.

- v) An academician representing SC / ST / OBC / Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee do not belong to that category.
- b) At least five members, including two experts, shall constitute the **quorum**.
- c) 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 the scoring proforma and recommendation made on the basis of merit with the list of selected and waitlisted candidates/Panel of names in order of merit, duly signed by all members of the selection committee.
- d) The term of appointment of the college principal shall be FIVE years with eligibility for reappointment for one more term only after a similar selection committee process.

**8.4** Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education and Sports, Librarians, Deputy Librarians and Assistant Librarians shall be the same as that of Professor, Associate Professor and Assistant Professor respectively, except that the concerned expert in Physical Education and Sports or Sports Administration or Library, practicing Librarian/Physical Director, as the case may be, shall be associated with the Selection Committee as one of the subject experts.

**8.5 ASSOCIATE PROFESSOR IN COLLEGES INCLUDING PRIVATE COLLEGES**

- a) The Selection Committee for the post of Associate Professor in Colleges including Private Colleges shall have the following composition:
  - i) The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee.
  - ii) The Principal of the College.
  - iii) The Head of the Department of the concerned subject from the college.
  - iv) Two University representatives nominated by the Vice-Chancellor, one of whom will be the Director of College Development Council or equivalent position in the University and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the university from the



list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.

- v) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the university. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the College.
- vi) An academician representing SC / ST / OBC / Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee do not belong to that category.

- b) The **quorum** for the meeting should be five of which at least two must be from out of the three subject-experts

#### **8.6 Assistant Professor in Colleges including Private Colleges:**

- a) The Selection Committee for the post of Assistant Professor in Colleges including Private Colleges shall have the following composition:
  - i) Chairperson of the Governing Body of the college or his / her nominee from among the members of the Governing body to be the Chairperson of the Selection Committee.
  - ii) The Principal of the College.
  - iii) Head of the Department of the concerned subject in the College.
  - iv) Two nominees of the Vice-Chancellor of the university of whom one should be a subject expert. In case of colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the college from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the university from the list of experts suggested by the relevant statutory body of the college, of whom one should be a subject expert.
  - v) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of

colleges notified/declared as minority educational Institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the College.

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

b) To constitute the **quorum** for the meeting, five of which at least two must be from out of the three subject-experts shall be present.

c) For all levels of teaching positions in Constituent college(s) of a university, the selection committee norms shall be similar to that of the posts of departments of the university.

## **9.0 MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF LIBRARIAN, DEPUTY LIBRARIAN AND UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN**

### **9.1 UNIVERSITY LIBRARIAN**

i) A Master's Degree in Library Science / Information Science / documentation with at least 55% marks or its equivalent grade of B in the UGC seven points scale (or an equivalent grade in a point scale wherever grading system is followed) and consistently good academic record set out in this Statute.

ii) At least thirteen years as a Deputy Librarian in a university library or eighteen years' experience as a College Librarian.

iii) Evidence of innovative library service and organization of published work.

iv) Desirable: A. M.Phil. / Ph.D. Degree in Libr. Science/ Information Science / documentation / achieves and manuscript-keeping.

### **9.2 DEPUTY LIBRARIAN**

i) A Master's Degree in Library Science / Information Science/ documentation with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record.

ii) Five years experience as an Assistant University Librarian/College Librarian.

- iii) Evidence of innovative library service and organization of published work and professional commitment, computerization of library.
- iv) Desirable: A M.Phil. / Ph.D. Degree in Library Science / Information Science / Documentation / Archives and manuscript-keeping / computerization of library.

### **9.3 UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN**

- i) A Master's Degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library.
- ii) Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
- iii) However, candidates, who are, or have been awarded Ph. D. degree in accordance with the "University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree), Regulations 2009", shall be exempted from the requirement of the minimum eligibility condition of NET / SLET / SET for recruitment and appointment of University Assistant Librarian / College Librarian.

## **10.0 MINIMUM QUALIFICATIONS FOR THE POSTS OF DIRECTOR OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND ASSISTANT DIRECTORS OF PHYSICAL EDUCATION AND SPORTS**

### **10.1 UNIVERSITY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS**

- i) A Ph.D. in Physical Education.
- ii) Experience of at least ten years as University Deputy Director or fifteen years as University Assistant DPEs / College (selection grade).
- iii) Participation in at least two national / international seminars / conferences.
- iv) Consistently good appraisal reports.
- v) Evidence of organizing competitions and conducting coaching camps of at least two weeks' duration.
- vi) Evidence of having produced good performance teams / athletes for competitions like state / national / inter-university / combined university, etc.,

### **10.2 UNIVERSITY DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS / COLLEGE DIRECTOR OF PHYSICAL EDUCATION AND SPORTS**

- i) A Ph.D. in Physical Education. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an

equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the University concerned.

- ii) Eight years experience as University Assistant DPES / College DPES, with a benefit of two years and one year for Ph.D. and M.Phil. Degree holders.
- iii) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.
- iv) Evidence of having produced good performance teams / athletes for competitions like state / national / inter-university / combined university, etc.
- v) Passed the physical fitness test in accordance with this Statute.
- vi) Consistently good appraisal reports.

### **10.3 University Assistant Director of Physical Education / College Director of Physical Education and Sports**

- i) A Master's Degree in Physical Education or Master's Degree in Sports Science with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) with a consistently good academic record.
- ii) Record of having represented the university / college at the inter-university / inter-collegiate competitions or the State and/or national championships.
- iii) Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
- iv) Passed the physical fitness test conducted in accordance with this Statute.
- v) However, candidates, who are, or have been awarded Ph.D. degree in accordance with the "University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree), Regulations 2009", shall be exempted from the requirement of the minimum eligibility condition of NET / SLET / SET for recruitment and appointment of University Assistant Director of Physical Education / College Director of Physical Education & Sports.

#### **10.3.1 PHYSICAL FITNESS TEST NORMS**

- a) Subject to the provisions of this Statute, all candidates who are required to undertake the physical fitness test shall be required to produce a medical certificate certifying that he / she is medically fit before undertaking such tests.
- b) On production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

<b>NORMS FOR MEN</b>			
<b>12 Minutes Run/walk Test</b>			
Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1800 meters	1500 meters	1200 meters	800 meters

<b>NORMS FOR WOMEN</b>			
<b>08 Minutes Run/walk Test</b>			
Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1000 meters	800 meters	600 meters	400 meters

**10.4** Since the UGC has prescribed the above qualifications for teaching positions in all higher education institutions for maintenance of minimum standards in consultation with the Statutory Councils governing the approval of courses respectively, any future modification in qualifications for appointment of teachers in the university / Constituent Colleges offering such courses will automatically be considered as adopted by the UGC as prescribed qualifications for those courses.

**11.0. SELECTION PROCEDURES:**

**11.1** 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 this statute in Tables of Annexure–I.

In order to make the system more credible, the ability for teaching and / or research aptitude is assessed 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 this statute.

**11.2** In all the Selection Committees of Direct Recruitment of teachers and other academic staff in university and colleges provided herein, an academician representing Scheduled Caste / Scheduled Tribe / OBC / Minority / Women /Differently-abled categories, if any of candidates representing these categories is the applicant and if any of the members of the selection committee do not belong to that category, shall be nominated by the Vice-Chancellor or Acting Vice-Chancellor of the University, and in case of a college, Vice-Chancellor or Acting Vice-Chancellor of the University. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms

of the Government of Karnataka, in relation to the categories mentioned above, are strictly followed during the selection process.

- 11.3** The process of selection of Assistant Professor and Associate Professor should involve inviting the bio-data with the duly filled Performance Based Appraisal System (PBAS) proforma based on the API criteria provided in this statute as per tables in the Annexure-I.

Without prejudice, to the requirements provided for selection of Assistant Professor and Associate Professor under this statute, the prescription of research publications for promotion from the post of Assistant Professor to Associate Professor in colleges shall be as follows:

- a) For those who possess a Ph.D. Degree, a minimum of one publication made during the period of service as Assistant Professor;
- b) For those with a M.Phil. Degree, a minimum of two publications made during the period of service as Assistant Professor; and
- c) For those without Ph.D. or M.Phil. degree, at least three publications during the period of service as Assistant Professor.

As far as teachers in University are concerned, three publications shall be required to be submitted for all the three categories mentioned above for consideration of promotion from Assistant Professor to Associate Professor. Further such publications shall be provided to the subject experts for assessment before the interview and the evaluation score of the publications provided by the experts shall be factored into the weightage scores while finalizing the outcome of selection by the selection committee.

- 11.4** The process of selection of Professor shall involve inviting the bio-data with the duly filled Performance Based Appraisal System (PBAS) proforma based on the API criteria provided in this statute as per tables in Annexure-I and reprints of five major publications of the candidates.

Such publications submitted by the candidate shall have been published subsequent to the period from which the teacher was placed in the Assistant Professor stage-II. All such publications shall be provided to the subject experts for assessment before the interview and the evaluation of the publications by the experts shall be factored into the weightage scores while finalizing the outcome of selection.

- 11.5** The Academic Performance Indicator (API) scoring system in the process of selection of Principal shall be similar to that of directly recruited College Professors. In addition, the selection committee shall assess the following dimensions with the weightages given below:

- i) Assessment of aptitude for teaching, research and administration (20%);
- ii) Ability to communicate clearly and effectively (10%);
- iii) Ability to plan institutional programmes, analyze and discuss

curriculum development and delivery, research support and development / administration (20%);

- iv) 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 (10%); and
- v) Analysis of the merits and credentials of the candidates on the basis of the Performance Based Appraisal System (PBAS) proforma developed by the University based on this Statute (deduced to 40% of the total API score).

**11.6** In the selection process for posts involving different nature of responsibilities in certain disciplines / areas, such as Music and Fine Arts, Visual arts and Performing arts, Physical Education and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in this Statute which need to be taken up by the concerned institution while developing API based PBAS proforma for both direct recruitment and CAS promotions.

**11.7** While the API:

- i) Tables I and III of Annexure-I are applicable to the selection of Professors / Associate Professors /Assistant Professors in university and colleges;
- ii) Tables IV, V and VI of Annexure-I are applicable to Directors / Deputy Directors / Assistant Directors of Physical Education and Sports; and
- iii) Tables VII, VIII and IX of Annexure-I are applicable to 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 UG / PG College Teachers, as given in these Tables of Annexure - I

**11.8** The minimum norms of Selection Committees and Selection Procedures as well as API score requirements for the above cadres, either through direct recruitment or through Career Advancement Schemes, shall be similar. However, since teachers recruited directly can be from different backgrounds and institutions, Table II (C) of Annexure-I provides norms for direct recruitment of teachers to different cadres, while Table II (A) and Table II (B) provide for CAS promotions of teachers in university and colleges respectively, which accommodate these differences.

**11.9** In order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of UGC regulations from 31-12-2008 in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in university / colleges for one year only with the minimum annual scores as depicted in Tables II (A) and

II (B) for university and college teachers, or by Librarian / Physical Education and Sports cadres as depicted in Tables V (A) and V (B), Tables VIII (A) and VIII (B) respectively.. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2010, one year API scores for 2009-10 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2011, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period. For Category III (Research and Academic Contributions), API scores for this category will be applied for the entire assessment period.

*Provided that*, in the event, any candidate becomes eligible for promotion under Career Advancement Scheme in terms of this Statute on or after 31<sup>st</sup> December, 2008, the promotion of such a candidate under CAS shall be governing by the University Grants Commission (Minimum Qualifications required for the appointment and career advancement of teachers in the University and Institutions affiliated to it). Regulations, 2000 notified vide Notification No.F.-1/2000(PS) dated 4 April, 2000 as amended from time to time, read with notifications and guidelines issued by the University Grants Commission (UGC) from time to time, in this regard.

- 11.10** A teacher who wishes to be considered for promotion under CAS may submit in writing to the university / college, with three months in advance of the due date, that he / she fulfils all qualifications under CAS and submit to the university / college the Performance Based Appraisal System proforma as evolved by the concerned university duly supported by all credentials as per the API guidelines set out in this Statute. Candidates who fulfill all other criteria mentioned in this Statute, as on 31<sup>st</sup> December, 2008 and till the date on which this Regulation is notified, can be considered for promotion from the date, on or after 31<sup>st</sup> December, 2008, on which they fulfill these eligibility conditions, provided as mentioned above.
- 11.11** Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the Statute as per Tables II (A and B) of Annexure-I 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. The date of promotion shall be the date on which he / she has successfully got re-assessed.
- 11.12** The Selection Committee specifications as delineated earlier are applicable to all direct recruitments of Faculty Positions and Career Advancement promotions of Assistant Professor to Associate Professor and to that of Associate Professor to Professor.
- 11.13** CAS promotions from a lower grade to a higher grade of Assistant Professor shall be conducted by a "Screening cum Evaluation Committee" adhering to the criteria laid out as API score in PBAS in the Tables of Annexure – I.



## 11.14 PAY SCALES :

The revised pay scales which shall come into force from 1.1.2006 shall be as under :

Sl. No.	Cadre	Pre- Revised Scale	Revised Pay Band
1	Assistant Professor / Assistant/ Librarian / College Librarian/ Asst. DPE / College DPE	Rs. 8000-275-13500	Rs. 15600-39100+AGP 6000
2	Assistant Professor (Sr. Scale)/ Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale)/ Assistant DPE (Sr. Scale)/ College DPE (Sr. Scale)	Rs. 10,000-325-15200	Rs. 15600-39100+AGP 7000
3	Readers and Lecturers (SG)/ Dy. Librarian / Asst. Librarian (SG)/ College Librarian (SG)/ Dy. DPE / Asst. DPE (SG)/ College DPE (SG) <b>with less than 3 years of service</b>	Rs. 12000-420-18300	Rs. 15600-39100+AGP 8000
4	Readers and Lecturers (SG) / Dy. Librarian / Asst. Librarian (SG)/ College Librarian (SG)/ Dy. DPE / Asst. DPE (SG)/ College DPE (SG) <b>with 3 years of service</b>	Rs. 12000-420-18300	Rs. 37400-67000+ AGP 9000
5	Professor in Colleges and University / Librarian (University) / DPE (University)	Rs. 16400-450-20900-500-22400	Rs. 37400-67000+AGP 10000
6	Principals of UG Colleges	Rs. 12000-420-18300 Minimum to be fixed at 12840/-	Rs. 37400-67000+ AGP 10000

## 12.0 Screening cum Evaluation Committee for CAS promotion

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:

### 12.1. For University teachers:

- The Vice-Chancellor as the Chairperson of the Selection Committee;
- The Dean of the concerned Faculty;
- The Chairperson of the Department; and
- One subject expert in the concerned subject nominated by the Vice-Chancellor from the University panel of experts.

### 12.2 For College teachers:

- The Principal of the college;
- Chairperson / Head of the concerned department from the college;

- c) Two subject experts in the concerned subject nominated by the Vice-Chancellor from the university panel of experts;
- 12.3** The **quorum** for these committees in both categories mentioned above shall be three including the one subject expert / university nominee need to be present.
- 12.4** The Screening cum Evaluation Committee on verification / evaluation of API score secured by the candidate through the 'PBAS' methodology designed by the University based on this Statute and as per the minimum requirement specified:
- a) in Tables II and III for each of the cadre of Assistant Professor;
  - b) in Tables V and VI for each of the cadre of Physical Education and Sports; and
  - c) in Tables VIII and IX for each of the cadre of Librarians shall recommend to the Syndicate of the University about the suitability for the promotion of the candidate(s) under CAS for implementation.
- 12.5** All the selection procedures outlined above, shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with PBAS scoring proforma and recommendation made on the basis of merit and duly signed by all members of the selection committee in the minutes.
- 12.6** CAS promotions being a 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.
- 12.7** The incumbent teacher must be on the role and active service of the University / Colleges on the date of consideration by the Selection Committee for Selection / CAS Promotion.
- 12.8** Candidates shall offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in the appropriate API system tables by submitting an application and the required PBAS proforma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible can also apply at a later date. The university shall send a general circular twice a year calling for applications for CAS promotions from eligible candidates.
- 12.9** In the final assessment, if the candidates do not either fulfill the minimum API scores in the criteria as per PBAS proforma or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year.
- 12.10** a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.

- b) If, however, the candidates find that he/she fulfills the eligibility conditions at a later date and applies on that date and is successful, his / her promotion will be effected from that date of application fulfilling the criteria.
- c) If the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his / her promotion will be deemed to be from the later date of successful assessment.

**13.0 STAGES OF PROMOTION UNDER CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY APPOINTED ASSISTANT PROFESSORS / ASSOCIATE PROFESSORS / PROFESSORS**

- 13.1** Entry level Assistant Professors (stage 1) would be eligible for promotion under the Career Advancement Scheme (CAS) through two successive stages (stage 2 and stage 3), provided they are assessed to fulfill the eligibility and performance criteria as laid out in Clause 11.9 of this statute.
- 13.2** An entry level Assistant Professor, possessing Ph. D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade (stage 2) after completion of four years service as Assistant Professor.
- 13.3** An entry level Assistant Professor possessing M.Phil. Degree or post-graduate Degree in professional courses, approved by the relevant statutory body, such as LL.M. / M.Tech., etc. shall be eligible for the next higher grade (stage 2) after completion of five years service as Assistant Professor.
- 13.4** An entry level Assistant Professor who does not have Ph.D. or M.Phil, or a Master's Degree in the relevant professional course, shall be eligible for the next higher grade (stage 2) only after completion of six years service as Assistant Professor.
- 13.5** The upward movement from the entry level grade (stage 1) to the next higher grade (stage 2) for all Assistant Professors shall be subject to their satisfying the API based PBAS conditions laid down in this statute.
- 13.6** Assistant Professors who have completed five years of service in the second grade (stage 2) shall be eligible; subject to meeting the API based PBAS requirements laid down by this Statute, to move up to next higher grade (stage 3).
- 13.7** Assistant Professors completing three years of teaching in third grade (stage 3) shall be eligible, subject to the qualifying conditions and the API based PBAS requirements prescribed by this Statute, to move to the next higher grade (stage 4) and to be designated as Associate Professor.
- 13.8** Associate Professor completing three years of service in stage 4 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and be placed in the next higher grade (stage 5), subject to

- (a) satisfying the required credit points as per API based PBAS methodology provided in Table I-III of Annexure-I stipulated in this Statute, and
- (b) an assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor. Provided that, no teacher, other than those with a Ph.D., shall be promoted or appointed as Professor.

**13.9** In the case of Associate Professors in Colleges, promotion to the post of Professor under CAS shall be further subject to Clause 14.1.and 14.2 of this Statute.

**13.10** Ten percent of the positions of Professors in the University, with a minimum of ten years of teaching and research experience as Professor either in the pre-revised scale of Professor's pay or the revised scale pay will be eligible for promotion to the higher grade of Professorship (stage 6), on satisfying the required API score as per Tables I and II through the PBAS methodology stipulated in this Statute through a duly constituted Expert committee, and such teachers promoted to the higher grade shall continue to be designated as 'Professor'. As this AGP elevation for Professor is applicable to only university departments, additional credentials are to be evidenced by:

- a) post-doctoral research outputs of high standard;
- b) awards / honours /and recognitions;
- c) additional research degrees like D.Sc., D.Litt., LLD, etc.; patents and IPR on products and processes developed / technology transfer achieved in the case of teachers in Science and Technology.

The selection is to be conducted by the university by receiving duly filled PBAS proformas from eligible professors based on seniority, three times in number of the available vacancies in each faculty. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The assessment process shall be through an Expert-Committee evaluation of all credentials submitted as stipulated in Table-II (A) of Annexure-I for teachers in University departments. No separate interview need to be conducted for this category.

**13.11** Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the Vice-Chancellor based on the recommendations of selection committee, while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit- specific

factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor / Assistant Librarian / Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired Ph. D., M.Phil., M.Tech., etc. However, those entering service as Assistant Professor / Assistant Librarian / Assistant Director of Physical Education and Sports with post-doctoral teaching / research experience after Ph.D. and proven credentials may be eligible for discretionary award of advanced increments to be decided and recorded by the selection committee in its minutes.

#### **14.0 PROFESSORS IN UNDER GRADUATE AND POST GRADUATE COLLEGES:**

- 14.1** (i) Ten percent of the number of the posts of Associate Professor in an Under Graduate Colleges shall be that of Professors and shall be subject to the same criterion for selection / appointment as that of Professors in University,

*Provided that,* there shall be no more than one post of Professor in each Department;

*Provided further that,* one-fourth (25%) of the posts of Professor in Under Graduate Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by CAS promotion from among eligible Associate Professors of the relevant department of the Under Graduate College.

For avoidance of doubt, it is clarified that sanctioned posts include the posts approved under both direct recruitment and CAS promotion.

- (ii) Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment / deputation shall be carried out by the University in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for CAS promotion or direct recruitment / deputation is not an integer, the same shall be rounded off to the next higher integer.
- (iii) The selection process is to be conducted by the university by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology and selection committee process stipulated in this Statute for appointment of Professors. For direct recruitment of the 25% of the posts, the 'Rota-Quota system' shall be followed starting with promotions and the direct recruitment quota shall be rotated in an alphabetical order.

- 14.2** There shall be one post of Professor in each Department of a Post-Graduate College which shall be subject to the same criterion for selection / appointment as that of Professors in University, provided that one-fourth (25%) of the posts of Professor shall be filled on deputation / direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post-Graduate college. Identification of posts of Professor in a Post-Graduate College for being filled through direct recruitment / deputation shall be carried out by the University acting in consultation with the College. The decision regarding whether the posts of Professor will be for CAS promotion or direct recruitment / deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for CAS promotion or direct recruitment / deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer.

The selection process is to be conducted by the university by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology, selection committee process stipulated in this Statute for appointment of Professors. For direct recruitment of the 25% of the posts, the 'Rota-Quota System' shall be followed starting with promotion and the direct recruitment quota shall be rotated in an alphabetical order.

**15.0 STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME FOR ASSISTANT LIBRARIANS, ETC.**

- 15.1** University Assistant Librarian / College Librarian in the entry level grade, possessing Ph.D. in Library Science, after completing service of four years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down in this Statute, shall be eligible for the higher grade (stage 2).
- 15.2** Assistant Librarian / College Librarian in the entry level grade, not possessing Ph.D. but only M.Phil. in Library Science, after completing service of five years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in this Statute, shall become eligible for the next higher grade (stage 2).
- 15.3** Assistant Librarian / College Librarian in the entry level grade, without the relevant Ph.D. or M.Phil. after completing six years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in this Statute, shall become eligible for the next higher grade (stage 2).

- 15.4** On completion of service of five years, Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts and being placed in the next higher grade (stage 3), subject to their fulfilling other conditions of eligibility (such as Ph.D. Degree, etc. for Deputy Librarian) as per API scoring system based PBAS methodology laid down for CAS promotion in this Statute. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.
- 15.5** After completing three years in the above grade, Deputy Librarians /equivalent positions shall move to the next higher grade (stage 4), subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology laid down for CAS promotion in this Statute.
- 16.0 STAGES OF PROMOTION UNDER CAREER ADVANCEMENT SCHEME FOR PHYSICAL EDUCATION AND SPORTS PERSONNEL**
- 16.1** Assistant DPE&S in the entry level grade / College DPE&S, at the entry level grade, possessing Ph.D. in Physical Education, after completing service of four years in the entry level stage (stage 1), and if otherwise eligible as per API scoring system and PBAS methodology prescribed by in this Statute, shall become eligible for the next higher grade (stage 2).
- 16.2** Assistant DPE&S / College DPE&S in the entry level grade, possessing M.Phil. in Physical Education, after completing service of the five years in the entry level stage (stage 1), and if otherwise eligible as per API scoring system and PBAS methodology for CAS promotion in this Statute, shall become eligible for the next higher grade (stage 2).
- 16.3** Assistant DPE&S / College DPE&S in the entry level grade, without the relevant Ph.D. and M.Phil. shall, after completing service of six years as Assistant DPE&S / College DPE&S in the entry level stage, and if otherwise eligible as per API scoring system and PBAS methodology prescribed in this Statute, shall become eligible for the next higher grade (stage 2).
- 16.4** After completing service of five years in the second stage and subject to satisfying API scoring system and PBAS methodology prescribed in this Statute, Assistant DPE&S (Senior Scale) / College DPE&S (Senior scale) shall be promoted to the next higher grade (stage 3). They shall be designated as Deputy DPE&S / Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade), as the case may be.
- 16.5** After completing service of three years in stage 3 and subject to satisfying API/ scoring system and PBAS methodology prescribed in this Statute, Deputy DPE&S / Assistant DPE&S (Selection Grade) College DPE&S (Selection Grade) shall move to the next higher grade (stage 4). They shall continue to be designated as Deputy DPE&S / Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade).

## **17.0 COUNTING OF PAST SERVICES FOR DIRECT RECRUITMENT AND PROMOTION UNDER CAS**

**17.1** Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific / professional Organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT, etc., should be counted for direct recruitment and promotion under CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described as per Annexure-I, Table No. II provided that:

- a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor as the case may be.
- b) The post is / was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
- c) The candidate for direct recruitment has applied through proper channel only.
- d) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed in this statute for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- e) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University / State Government / Central Government / Concerned Institutions, for such appointments.
- f) The previous appointment was not as guest lecturer for any duration, or an ad hoc or in a leave vacancy of less than one year duration. Ad hoc or temporary service of more than one year duration can be counted provided that:
  - i) the period of service was of more than one year duration;
  - ii) the incumbent was appointed on the recommendation of duly constituted Selection Committee; and
  - iii) the incumbent was selected to the permanent post in continuation to the ad hoc or temporary service, without any break.
- g) No distinction should be made with reference to the nature of management of the institution where previous service was rendered (private / local body / Government), was considered for counting past services under this clause.

## **18.0 PERIOD OF PROBATION AND CONFIRMATION**

**18.1.** The minimum period of probation shall be one year extendable by a maximum period of one more year in case of unsatisfactory performance.



- 18.2. The confirmation at the end of one year shall be automatic, unless extended for another year by a specific order, before expiry of the first year.
- 18.3 The university will issue an order of confirmation to the incumbents within 45 days of completion of probationary period after due process of verification of satisfactory performance.
- 18.4 Probation and confirmation rules are applicable only at the initial stage of recruitment, issued from time to time, by Government of Karnataka.
- 18.5 All other rules of Government of Karnataka on probation and confirmation shall be applicable mutatis mutandis.

**19.0 APPOINTMENTS ON CONTRACT BASIS**

- 19.1 The teachers should be appointed on contract basis only when it is absolutely necessary and when the student-teacher ratio does not satisfy the laid down norms. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly appointed teacher. Such appointments should not be made initially for more than one academic session, and the performance of any such entrant teacher should be reviewed for academic performance before reappointing her / him on contract basis for another session.

**20.0 WORKLOAD**

- 20.1 The workload of the teachers in full employment should not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year. It should be necessary for the teacher to be available for at least 5 hours daily in the University / College. Direct teaching-learning process hours should be as follows:

Assistant Professor	16 hours
Associate Professor and Professor	14 hours

- 20.2 A relaxation of two hours in the workload may, however, be given to Professors who are actively involved in extension activities and administration. A minimum of 6 hours per week (in addition to the direct teaching-learning hours) may have to be allocated for research activities of a teacher.

**21.0 SERVICE AGREEMENT AND FIXING OF SENIORITY**

- 21.1 At the time of recruitment in University and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy of the same should be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the rates applicable.
- 21.2 The self-appraisal or linked Performance Based Appraisal System (PBAS) methodology shall form part of the service agreement/Record.

**21.3 Inter-se seniority between the direct recruited and teachers promoted under CAS**

The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under CAS with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The rules and regulations of the Government of Karnataka shall apply, for all other matters of seniority.

**21.4 Repeal and Savings:** Any Statute or orders or guidelines issued or adopted earlier by the University for selection of candidates is hereby repealed.

*Provided that,* the said repeal shall not affect the previous operation of the said statutes or anything duly done or suffered there under or affect any right, liability or obligation acquired, accrued or incurred under the said statutes.

**21.5 Removal of Difficulty:** In case of any difficulty arising in the implementation of the Statute, the Vice-Chancellor may take such action as he may deem fit in each case duly recording the reasons for taking such decision.

**22.0 Modification of the Statute :**

Notwithstanding the foregoing, the orders of the Government of Karnataka and UGC issued from time to time, shall be deemed to have been incorporated in this Statute and shall constitute an integral part of this Statute.

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Chairman Statute Committee

Dr. C. Rajashekhar  
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