

No:TU:EST-3200:2016-17/3606

Date:15.02.2017

: NOTIFICATION :

Sub: Statutes relating to Direct Recruitment and Career Advancement Scheme and Miscellaneous provisions to implement the UGC Pay Scales revised from 1.1.2006 to Teachers, Librarians and Physical Education Directors of Tumkur University

Ref: 1. Government Letter No. ED 74 UTT 2016 Dated:03.02.2017
2. Approval of the Hon'ble Vice-Chancellor Dated:15.02.2017

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The Statutes relating to Direct Recruitment and Career Advancement Scheme and Miscellaneous provisions to implement the UGC Pay Scales revised from 1.1.2006 to Teachers, Librarians and Physical Education Directors of Tumkur University assented by His Excellency the Chancellor on 23.01.2017 as communicated in the above referred letter is hereby notified for implementation.

By Order


Registrar

Copy to:

1. The Principal Secretary to the Governor, Rajbhavan, Bangalore.
2. The Additional Chief Secretary to the Government, Education Department (Higher Education), M.S. Building, Bangalore.
3. The Registrar (Evaluation), Tumkur University, Tumkur.
4. The P.S. to Vice-Chancellor, Tumkur University, Tumkur.
5. Office copy.

ಕರ್ನಾಟಕ ಸರ್ಕಾರ

ಸಂ.: ಇಡಿ 74 ಯುಟಿಟಿ 2016.

ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸಚಿವಾಲಯ,
ಬಹುಮಹಡಿಗಳ ಕಟ್ಟಡ,
ಬೆಂಗಳೂರು, ದಿನಾಂಕ:03.02.2017

ಇಂದ:

ಸರ್ಕಾರದ ಅಪರ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿಗಳು,
ಉನ್ನತ ಶಿಕ್ಷಣ ಇಲಾಖೆ,
ಬಹುಮಹಡಿ ಕಟ್ಟಡ,
ಬೆಂಗಳೂರು.

ಇವರಿಗೆ:

ಕುಲಸಚಿವರು,
ತುಮಕೂರು ವಿಶ್ವವಿದ್ಯಾಲಯ,
ತುಮಕೂರು.

ಮಾನ್ಯರೆ,

ವಿಷಯ: Statutes relating to Direct Recruitment and Career Advancement Scheme and Miscellaneous provisions to impliment the UGC Pay Scales revised from 1.1.2006 to Teachers, Librarians and Physical Education Directors of Tumkur University.

ಉಲ್ಲೇಖ: 1. ತಮ್ಮ ಪತ್ರ ಸಂಖ್ಯೆ: ತುವಿ/ಸಿಬ್ಬಂದಿ-3200/2016-17/1961,
ದಿನಾಂಕ:16.09.2016

2. ತಮ್ಮ ಪತ್ರ ಸಂಖ್ಯೆ: ತುವಿ/ಸಿಬ್ಬಂದಿ-3200/2016-17/1961,
ದಿನಾಂಕ:27.12.2016

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ಮೇಲ್ಕಂಡ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ, ಉಲ್ಲೇಖಿತ ತಮ್ಮ ಪತ್ರಗಳ ಕಡೆಗೆ ಗಮನ ಸೆಳೆಯಲಾಗಿದೆ. ತುಮಕೂರು ವಿಶ್ವವಿದ್ಯಾಲಯದ Statutes relating to Direct Recruitment and Career Advancement Scheme and Miscellaneous provisions to impliment the UGC Pay Scales revised from 1.1.2006 to Teachers, Librarians and Physical Education Directors of Tumkur University ಗಳಿಗೆ ಮಾನ್ಯ ರಾಜ್ಯಪಾಲರು ಹಾಗೂ ಕುಲಾಧಿಪತಿಗಳು ದಿನಾಂಕ:23.01.2017 ರಂದು ಅನುಮೋದನೆ ನೀಡಿರುತ್ತಾರೆ ಎಂದು ತಿಳಿಸಲು ಹಾಗೂ ಮಾನ್ಯ ರಾಜ್ಯಪಾಲರು ಹಾಗೂ ಕುಲಾಧಿಪತಿಗಳಿಂದ ಅನುಮೋದಿಸಲ್ಪಟ್ಟ ಪೂರ್ವೋಕ್ತ ಪರಿನಿಯಮಗಳ ಪ್ರತಿಯನ್ನು ಈ ಪತ್ರದೊಂದಿಗೆ ಲಗತ್ತಿಸಿ ಕಳುಹಿಸಲು ನಾನು ನಿರ್ದೇಶಿತನಾಗಿದ್ದೇನೆ

ತಮ್ಮ ನಂಬುಗೆಯ,


(ಎಂ.ಎ.ಅಹಮದ್ ಜಾನ್)

ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ,

ಉನ್ನತ ಶಿಕ್ಷಣ ಇಲಾಖೆ (ವಿಶ್ವವಿದ್ಯಾಲಯಗಳು-2)

3/2/17

3/2/17

TUMKUR UNIVERSITY

STATUTES RELATING TO DIRECT RECRUITMENT AND CAREER ADVANCEMENT SCHEME AND MISCELLANEOUS PROVISIONS TO IMPLEMENT THE UGC PAY SCALES REVISED FROM 1.1.2006 TO TEACHERS, LIBRARIANS AND PHYSICAL EDUCATION DIRECTORS OF TUMKUR UNIVERSITY.


1. PREAMBLE

(i) Based on the recommendations made by the University Grants Commission, the Government of India, Ministry of Human Resource Development, Department of Higher Education in their letter No.1-32/2006-U. II (1) Dated: 31-12-2008 has communicated to the State Governments, a new scheme stipulating revised pay structure, service conditions and educational qualifications in respect of Teachers, Librarians and Physical Education Directors of the Universities, Government and Aided colleges working in the universities, government and aided colleges and Government and Aided Law Colleges for adoption in the States.

(ii) The UGC in its Notification No.F.1-1/2002(PS) Exmp, dated: 12-06-2009, has issued guidelines regarding the minimum qualification required for the appointment of teachers and other academic staff in the Universities and Government Colleges and for their career advancement and the measures for the maintenance of the standards in Higher Education 2009 vide letter dated 23/09/2009.

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


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- (iii) The revision of the UGC pay scales in respect of the Teachers, Librarians and Physical Education personnel of Universities, Government and Aided Colleges under the control of the department of Higher Education and Government has been examined by the Government of Karnataka and the following orders are issued in the Government Order No.Ed 37 UNE 2009 Bangalore, Dated:24-12-2009
- (iv) Tumkur University Syndicate has resolved to implement the above said Government Order No. ED 37 UNE 2009, Bangalore, Dated:24-12-2009 at its meeting held on 09.02.2010.

Hence, these statutes.

2. TITLE, COMMENCEMENT AND APPLICABILITY

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

3. COVERAGE

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

4. DATE OF EFFECT


The revised UGC Pay scale shall be effective from 1.1.2006 and all other allowances benefits prospectively from the date of the Government order No: ED 37 UNE 2009 dated:24.12.2009 as notified in the order.

5. PAY SCALE

A. Universities

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


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7	Asst. Librarian (Sr. Scale) / College Librarian (Sr.Scale)/Asst. Director of PE (Sr. Scale)	10000-15200	Asst. Librarian (Sr. Scale)/ College Librarian (Sr.Scale)/ Asst. Director of PE (Sr. Scale)	15600-39100	7000
8	Deputy Librarian/Asst. Librarian (Selection Grade)/ Deputy Director of PE	12000-18300	Deputy Librarian / Asst. Librarian (Selection Grade)/ Deputy Director of PE/Asst. DPE (with less than 3 years of service)	15600-39100	8000
9	Deputy Librarian/ College Librarian (Selection Grade)/Asst. Librarian (Selection Grade) / Asst. Director of PE (Selection Grade)	12000-18300	Deputy Librarian/ College Librarian/ Librarian (Selection Grade)/ Deputy Director of PE (with 3 years of service)	37400-67000	9000
10	Librarian/Director of Physical Education	16400-22400	Librarian/Dir ector of Physical Education	37400-67000	10000

6. FIXATION OF PAY AND ALLOWANCES

As in Appendix - I in the Govt. Order dated: 24/12/2009 referred to above

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

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


8. GENERAL

- (i) There shall be only three designations in respect of Teachers in Universities and Colleges, viz., Assistant Professors, Associate Professors and Professors.

However, there shall be no change in the present designation in respect of Librarians and Physical Education Personnel at various levels.

- (ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D degree and satisfies other academic conditions as laid down by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as 'Professor', subject to clause (vii) below.
- (iii) The pay of Teachers and equivalent positions in Universities and Colleges shall be fixed according to their designations in two pay bands of Rs.15600-39100 and Rs.37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay, which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied, have multiple opportunities for upward movement during their career.
- (iv) Up to 10% of the posts of Professors in Universities shall be in the higher Academic Grade Pay of Rs.12000 with eligibility conditions prescribed by the UGC. (This has been replaced by the new HAG scale of Rs. 67,000 (Annual Increment @ 3%-79000 with no Grade pay). (1st Amendment Feb-2011) Other conditions of eligibility to move to the above scale of pay will remain the same.
- (v) National Eligibility Test (NET) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course work and external evaluation, as have been/or may be laid down by the UGC through its regulations, and so adopted by the University. NET shall not be required for such Masters programmes in disciplines for which there is no NET.
- (vi) New posts shall be created in the Universities /Colleges with the approval of UGC & state Government.
- (vii) The teaching staffs who have not acquired the qualification prescribed by the UGC from 11-07-2009 are not entitled for availing the benefit of UGC revised scheme unless they acquire NET/SLET/Ph.D. through course work and that no M.Phil shall be recognized thereafter and until then they shall continue to be in the pre-revised UGC.


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9 (a). DEARNESS ALLOWANCE

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

(b) ALLOWANCES

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

10. Revised pay scales, service conditions and CAS for teaching and equivalent positions in the Universities and Constituent Colleges shall be as indicated in **Appendix-III** in the Government Order dated 24/12/2009 referred to above.

11. Incentives for Ph.D./M.Phil. and other qualifications shall be as indicated in **Annexure-IV** in the Government Order dated 24/12/2009 referred to above.

12. RECRUITMENT AND QUALIFICATIONS

12.1. The direct recruitment to the post of Assistant Professors, Associate Professors and Professors in the Universities shall be on the basis of merit through all India advertisement. The selections should be made by the duly constituted Selection Committees as per the guidelines issued by the UGC from time to time and incorporated under the Statutes/ Ordinances of the concerned University. The composition of such committees should be as prescribed by the UGC in its regulations.

12.2. The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Principals, Assistant Directors of Physical Education, Deputy Directors of Physical Education, Directors of Physical Education, Assistant Librarians, Deputy Librarians, Librarians will be those as prescribed by the Universities Grants Commission in its regulations from time to time.


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12.3. The minimum requirement of a good academic record shall be 55% of marks at the master's level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test-SLET/SET) shall remain for the appointment of Assistant Professors.

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

Further, the award of degrees to candidates registered for the M.Phil/Ph.D programme prior to July 11, 2009, shall be governed by the provisions of the then exiting ordinances / Bylaws/ Regulations of the Institution awarding the degrees and Ph.D holders shall be exempted from the requirement of the minimum eligibility condition of "NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions subject to the fulfillment of the following conditions:-


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

NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted. (As per UGC Regulations

3rd Amendment 4th May 2016)

- 12.5. Reference to Ph.D.'s in the UGC Regulations shall be taken as a doctoral degree from a University following the above UGC Regulations of 2009 regarding registration process, course work and evaluation process with effect from the date of issue of such guidelines by UGC. The exemption from NET/SLET/SET will not be applicable to Ph.D. degrees awarded by the universities who have not adopted and followed the above UGC Regulations of 2009, provided the universities have adopted the guideline issued by UGC from time to time to accord exemption of the Ph.D degree holders from acquiring a pass in NET/SLET/SET.
- 12.6. NET/SLET/SET shall not be required for such Master's Degree Programmes in disciplines for which NET/SLET/SET accredited test is not conducted. Any relaxation in the prescribed qualification, including the NET exemption, can be made only by the University Grants Commission in a particular subject in which NET/SLET/SET is not conducted. Such relaxation would be based on the application made by only the affected universities for the specified subject(s) and for a specified period based on sound justification.
- 12.7. A minimum of 55% marks in Master's level should be insisted upon for all candidates at the entry point of Assistant Professors, Assistant Librarians, Assistant Directors of Physical Education.
- 12.8. A relaxation of 5% may be provided at the graduate and master's level for the SC/ST/Differently-abled (Physically and visually handicapped) Other Backward classes (OBC) (Non Creamy). (As per UGC Regulations 4th Amendment 11th July 2016) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. Rounding off of marks to make it to 55% or 50% as the case may be through grace mark procedure etc., by Universities is not permissible for claiming relaxation.
- 12.9. A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. degree holders, who have passed their Master's degree prior to 19th September, 1991.


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12.10. Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.

12.11 Ph.D. should be a compulsory requirement for the designation of Associate Professors/Professors, Deputy Librarians/ Librarians and Deputy Director /Director of Physical Education.

Note: Such of the candidates who have obtained Ph.D. without course work and those who have registered for Ph.D. course as per Ph.D. regulations vide government letter No.ED 2/UGS 2004 Dated 31st March 2005 are exempted from requirement of course work.

12.12. Ph.D also be a compulsory requirement for all candidates applying for direct requirement as Associate Professor/Deputy Librarian/ Deputy Directors of Physical Education

Note: Such of the candidates who have obtained Ph.D. without course work and those who have registered for Ph.D course as per Ph.D. regulations vide government letter No.ED 2/UGS 2004 Dated 31st March 2005 are exempted form requirement of course work.

12.13. The period of time taken by candidates to acquire M.Phil and/or Ph.D shall not be considered as research experience to be claimed for appointment to the teaching positions.

13. DIRECT RECRUITMENT

a. PROFESSOR

- (i) An eminent scholar with Ph.D. qualification in the concerned/allied/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers in indexed/ISBN/ISSN numbered journals and/or ISBN/ISSN numbered books and the University developed ISBN/ISSN numbered list of journals/books hosted in the website of the University.


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

OR

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

b. PRINCIPAL

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

c. ASSOCIATE PROFESSOR

- (i) Good academic record with a Ph.D. degree in the concerned/allied/ relevant disciplines.
- (ii) 55% of the marks, or equivalent grade wherever grading system is followed at the Master's degree level.

- (iii) A minimum of Eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University/College or Accredited Research Institution/ industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers in indexed/ISBN/ISSN numbered books/ journals and University developed-ISBN/ISSN list of journals hosted in the website of the concerned University.
- (iv) Contribution to educational innovation, design of new curricula and courses, and technology - mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- (v) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in its Regulations.

d. ASSISTANT PROFESSOR

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

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

Further, the award of degrees to candidates registered for the M.Phil./Ph.D. programme prior to July 11,2009, shall be governed by the provisions of the then exiting ordinances / By laws/ Regulations of the Institution awarding the degrees and Ph.D. candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions subject to the fulfillment of the following conditions:-

- a) Ph.D degree of the candidate awarded in regular mode only;
- b) Evaluation of Ph.D. thesis by at least two external examiners;
- c) Candidate had published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
- d) The candidate had presented two papers in seminars/conferences from out of his/her Ph.D.;
- e) Open Ph.D. viva-voce of the candidate had been conducted.

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

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

14. For direct recruitment of other teaching and academic staff such as Librarians and Physical Education Personnel, UGC regulations on minimum qualifications for appointment of Teachers and other academic staff in Universities and constituent colleges and measures for the maintenance of standards in Higher Education 2009 shall be strictly followed.


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

15.1 MUSIC AND DANCE DISCIPLINE

a) ASSISTANT PROFESSOR

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

Further, the award of degrees to candidates registered for the M.Phil./Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then exiting ordinances / By laws/ Regulations of the Institution awarding the degrees and Ph.D. candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions subject to the fulfillment of the following conditions:-

- a) Ph.D. degree of the candidate awarded in regular mode only;
- b) Evaluation of Ph.D. thesis by at least two external examiners;

- c) Candidate had published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
 - d) The candidate had presented two papers in seminars/conferences from out of his/her Ph.D.;
 - e) Open Ph.D. viva-voce of the candidate had been conducted.
- (a) to (e) as above are to be certified by the Vice-Chancellor/ Pro-Vice-Chancellor/ Dean (Academic Affairs)/Dean (university Instruction)"

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

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

OR


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

- (a) Studied under noted/reputed traditional masters and has through knowledge to explain the subject concerned;
- (b) A high grade Artist of AIR/TV; and
- (c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

b) ASSOCIATE PROFESSOR

- (i) Good academic record with doctoral degree, with performing ability of high professional standard;
- (ii) Eight years of experience of teaching at the University, college level and / or research in University /National level institutions excluding the period spent for obtaining the research degree;
- (iii) Has made significant contributions to knowledge in the subject concerned, as evidenced by quality of publications;


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- (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 illustration in that discipline.

c) PROFESSOR

- i. An eminent scholar with a doctoral degree and actively engaged in research with ten years of experience in teaching in University /college and or Research at the University or National Level university for National intuitions including experience of guiding research at doctoral level with outstanding performing achievements in the field of specialisation
- ii. A traditional and professional artist with highly commendable professional achievement in the concerned subject, who should be or have
 - a) 'A' Grade artist of AIR or/ TV;
 - b) Twelve years of outstanding performing achievements in the field of specialization;
 - c) Significant contribution in the field of specialisation and ability to guide research;
 - d) Participation in National or International or Conferences or workshops and recipient of National / International awards/ fellowship;
 - e) Ability to explain the logical reasoning of the subject concerned and adequate Knowledge to teach theory with illustrations in that discipline.


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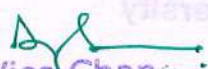
15.2 DRAMA DISCIPLINE

a) ASSISTANT PROFESSOR:

- i. Good academic record with at least 55% of the marks (or equivalent grade in a point scale where grading system is followed) at the Master's degree level, in a relevant subject or an equivalent degree from an Indian or foreign University.
- ii. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, similar tests accredited by UGC. However, candidates who are or have been awarded Ph.D. degree in accordance with the University Grants Commission (Minimum Standards and procedures for award of Ph.D. degree) Regulation's 2009 shall be exempted from the requirement of the minimum eligible condition of NET/ SLET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities /colleges / institutions.
- iii. Notwithstanding anything contained in sub-clauses(i) and (ii) to this clauses candidates who are or have been awarded a Ph.D. Degree in accordance with the University Grant Commission (Minimum Standards and procedures for the award of Ph.D. Degree) Regulations, 2009 or subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/colleges /Institutions.
- iv. Further, the award of degrees to candidates registered for the M.Phil./Ph.D. programme prior to July 11,2009, shall be governed by the provisions of the then exiting ordinances / By laws/ Regulations of the Institution awarding the degrees and Ph.D. candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions subject to the fulfillment of the following conditions:-
 - a) Ph.D. degree of the candidate awarded in regular mode only;
 - b) Evaluation of Ph.D. thesis by at least two external examiners;
 - c) Candidate had published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
 - d) The candidate had presented two papers in seminars/conferences from out of his/her Ph.D.;


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e) Open Ph.D. viva-voce of the candidate had been conducted.

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

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

Without prejudice the above, NET/ SLET/SET shall also not be required for such masters Programs in disciplines for which NET/SLET/SET is not conducted

OR

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

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


b). ASSOCIATE PROFESSOR

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

OR

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


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

c) PROFESSOR

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

OR

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

15.3. VISUAL (FINE) ARTS DISCIPLINE

a) ASSISTANT PROFESSOR:

- i) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.
- ii) Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC. Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause 4.4.2.3, candidates, who are, or have

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

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


iv) Further, the award of degrees to candidates registered for the M.Phil./Ph.D. programme prior to July 11,2009, shall be governed by the provisions of the then exiting ordinances / By laws/ Regulations of the Institution awarding the degrees and Ph.D. candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions subject to the fulfillment of the following conditions:-

- (a) Ph.D degree of the candidate awarded in regular mode only;
- (b) Evaluation of Ph.D. thesis by at least two external examiners;
- (c) Candidate had published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
- (d) The candidate had presented two papers in seminars/conferences from out of his/her Ph.D.;

(e) Open Ph.D. viva-voce of the candidate had been conducted

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


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

- v) Without prejudice to the above, NET/SLET/SET shall also not be required for such Masters programmes in disciplines for which NET/SLET/SET is not conducted.

OR

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

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

b) ASSOCIATE PROFESSOR:

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

OR

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

- a) A recognized artist of his /her own discipline:

- b) Eight year of outstanding performing achievements in the field of specialization:
- c) Experience in designing of new courses and / or curricula:
- d) Participation in seminars/conferences in reputed institutions: and
- e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

c) PROFESSOR

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

OR

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

15.4 QUALIFICATIONS PRESCRIBED FOR FACULTY POSITIONS IN THE REGULATIONS OF NCTE.


A. QUALIFICATIONS FOR M.ED., COURSE:

I. PROFESSOR

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


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- a) M.A (Education) with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and B. Ed. Each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);
- b) Ph. D. in Education; and
- c) At least ten years of teaching experience in University Department of Education or college of Education of which 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 a for a period not exceeding one year at a time till such time the candidates complete sixty-five years of age.

II. ASSOCIATE PROFESSOR:

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

OR

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

III. ASSISTANT PROFESSOR

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

OR

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

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

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

I. PRINCIPAL

- i. A Master degree in Physical Education with 55% marks (or an equivalent grade in a point scale wherever grading system in 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 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 a retired Principal in Physical Education or contract basis for a period not exceeding one year at a time till such time the candidates complete sixty-five years of age.

II. PROFOSSER

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

III. ASSOCIATE PROFESSOR

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

- ii. At least Eight years of teaching / research experience in a department / college of Physical Education out of which at least three years in the post graduate level; and
 - iii. Ph.D. in physical Education or Equivalent published work.
- Provided that in the event of non-availability of eligible and suitable candidates for appointment as professor / reader s 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 year of post-retirement service.

IV. ASSISTANT PROFESSOR:

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

15.5. MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHING FACULTY IN MANAGEMENT / BUSINESS ADMINISTRATION:

I. ASSISTANT PROFESSOR

Essential:

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


OR

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

Desirable:

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


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II. ASSOCIATE PROFESSOR

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

OR

- i. 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 of experience of teaching / industry / research / professional at managerial level excluding the period spent for obtaining the research degree.

OR

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

OR

First class graduate and professionally qualified Chartered Accountant /Cost and Works Accountant /Company Secretary of the Concerned Statutory body

2. A minimum of ten year experience of teaching industry / research /profession, out of Which five year must be at the level of Assistant profession or equivalent excluding the period spent for obtaining research degree . The candidate should have professional work experience, which is significant and can be recognized at national/ international level as equivalent to Ph.D and ten years management experience in industry /profession of which at least five year should be at the level comparable to that of lecturer/ Assistant professor.

- v. Without prejudice to the about the following conditions may be considered desirable:
- a) Teaching research industrial and / or professional experience in a reputed organization:
 - b) Published works such as research papers, patents filed / obtained books and or technical reports; and
 - c) Experience of guiding the project works /dissertation of PG/ Research Students or supervising R&D projects in industry

III. PROFESSOR

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

or

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

or

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

system is followed)in two year full time PGDM declared equivalent by AIU/
recognized by the AICTE /UGC.

OR

First class graduate and professionally qualified Chartered Accountant / cost
and works Accountant /Company secretary of the concerned statutory body.

2. The candidate should have professional works experience which is significant
and can be recognized / international level as equivalent to Ph.D. and twelve-
year managerial experience in industry/ profession of which at least eight
years should be at least at a level comparable to that of Reader/Assistant
Professor.
- v. Without prejudice to the about, the following conditions may be considered
desirable.
 - a) Teaching, Research, and / or professional experience in a reputed
organization.
 - b) Published work, such as research papers, patents filed/ obtained, books and /
or technical reports.
 - c) Experience of guiding the project work/ dissertation of PG research Students
or supervising R&D projects in industry:
 - d) Demonstrated leadership in planning and organizing academic, research,
industrial and /or professional activities: and
 - e) Capacity to undertake/ lead sponsored R&D consultancy and related
activities

IV. PRINCIPAL / DIRECTOR / HEAD OF INSTITUTION

- i. Qualification same as those prescribed for the post of professor in the relevant
discipline with a minimum of fifteen of years, experience of Postgraduate
teaching / industry / research
- OR**
- ii. For candidates from industry / profession:
 1. Qualification same as those prescribed for the post of Professor from industry /
profession stream with fifteen years' experience of postgraduate teaching /
research out of which five years must be at the or professor in the relevant
discipline,

- iii. Without prejudice to the above, the following conditions may be considered desirable:

1. Administrative experience in senior level responsible position in the industry / professional institution.

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

University Librarian

- i. A Master's Degree in Library Science /Information Science/Documentation with at least 55% marks or its equivalent grade for 55% where grade of B in the UGC seven points scale and consistently good academic record set out in these Regulations.
- ii. At least 13 years as a Deputy librarian in a university library or 18 years' experience as a college librarian.
- iii. Evidence of innovative library service and published work.
- iv. Desirable: A M.Phil. / Ph.D. degree in Library Science/Documentation/Archives and manuscript keeping
- v. A minimum score as stipulated in API based on Performance Based Appraisal System developed by UGC shall be a mandatory requirement.

15.7 UNIVERSITY DEPUTY LIBRARIAN:

- i. Master's Degree in library science/information science/documentation with at least 55% of the marks or its equivalent grade of 55% marks or its equivalent grade for 55% where grade of B in the UGC seven-point scale and a consistently good academic record.
- ii. A Ph.D. degree in the above discipline with a consistently good academic record.
- iii. A minimum of 10 years of teaching/library experience with at least 5 years as a Asst. librarian in a university library / college librarian.
- iv. Evidence of innovative library service and published work and professional commitment and computerisation of library.

- v. Desirable: A M.Phil / Ph.D. degree in Library Science/Documentation/Archives and manuscript keeping.
- vi. A minimum score as stipulated in API based on Performance Based Appraisal System developed by UGC shall be a mandatory requirement.

15.8 UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

- i. A Master's degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with at least 55% of the marks or its equivalent grade of 55% marks where grading system is practiced and a consistently good academic record with knowledge on computerization of library.
- ii. Qualifying in the National Eligibility Test (NET) or other accredited test like SLET/SET in Library Science conducted for the purpose by the UGC or any other agency approved by the UGC.
- iii. Holders of Ph.D degree as on the date of notification of UGC regulation, along with those candidates who awarded a Ph.D degree through a process of admission, registration, course work and external evaluation as laid down in the UGC (Minimum Standards and procedures for award of M.phil/Ph.D. Degree) Regulations, 2009 and so adopted by the university shall be exempted from NET/SLET/SET.
- iv. Further, the award of degrees to candidates registered for the M.Phil./Ph.D. programme prior to July 11,2009, shall be governed by the provisions of the then exiting ordinances / By laws/ Regulations of the Institution awarding the degrees and Ph.D. candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions subject to the fulfillment of the following conditions:-
 - a) Ph.D. degree of the candidate awarded in regular mode only;
 - b) Evaluation of Ph.D. thesis by at least two external examiners;
 - c) Candidate had published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;

d) The candidate had presented two papers in seminars/conferences from out of his/her Ph.D.

e) Open Ph.D. viva-voce of the candidate had been conducted

(a) to (e) as above are to be certified by the Vice-Chancellor/ Pro-Vice- Chancellor/ Dean (Academic Affairs)/Dean (university Instruction)(As per UGC Regulations 3rd Amendment 2016)

15.9 Minimum Qualifications for the posts of Director of Physical Education, Deputy Director of Physical Education and Assistant Director of Physical Education/College Director of Physical Education:

15.9.1 UNIVERSITY/COLLEGE ASSISTANT DIRECTOR OF PHYSICAL EDUCATION.

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

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

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

- vi. Holders of Ph.D. degrees as on the date of notification of the UGC Regulation along with those candidates who are awarded a Ph.D. degree through a process of admission, registration, course work and external evaluation as laid down in the UGC (Minimum Standards and Procedures for award of M.Phil/Ph.D Degree) Regulations 2009 so adopted by the university shall be exempted from NET/ SLET/SET.

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


- i. A Ph.D. in Physical Education/Sports Science. In addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the university concerned.
- ii. Eight years of experience as University Assistant DPES College DPES, with a benefit of two years and one year for Ph.D. and M.Phil. Degree holders.
- iii. Evidence of organizing competitions and conducted a minimum of five coaching camps of at least two weeks duration.
- iv. Evidence of having produced good performance teams/athletes for competitions like State/National/Inter-University/Combined University, etc.

- v. Passed the physical fitness test.
- vi. Evidence of published work with a minimum of five books and publications in indexed /ISBN/ISSN numbered journal and /or ISBN/ISSN numbered books and university developed ISBN/ISSN numbered list of journals hosted on the web site of the concerned university.
- vii. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC shall be a mandatory requirement.

15.9.3. UNIVERSITY DIRECTOR OF PHYSICAL EDUCATION

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


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15.9.4 Physical Fitness Test Norms:

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

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

16. SELECTION COMMITTEES AND GUIDELINESS ON SELECTION PROCEDURE:

The University Grants Commission has evolved the following guidelines on (a) Constitution of Selection Committees for selection of Assistant Professor, Associate Professor, Professor, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education, Deputy Director of Physical Education and Director of Physical Education and (b) specified selection procedures for direct recruitment and Career Advancement Schemes Regulations for teachers in universities and colleges.

17. Selection Committee Specifications

17.1 Assistant Professor in the University

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

- (1) The Vice Chancellor shall be the Chairperson of the Selection Committee.
- (2) Three experts in the concerned subject out of the panel of names recommended by the Vice Chancellor and approved by the relevant statutory body of the university, at least one of whom to be drawn from the panel of subject experts developed by UGC and hosted in its web site.
- (3) Dean of the concerned Faculty, wherever applicable.
- (4) Head/Chairperson of the Department/School.

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

Quorum

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

17.2 Associate Professor in the University

The Selection Committee should have the following composition:

- (1) Vice Chancellor shall be the Chairperson of the Selection Committee.
- (2) An academician who is the nominee of the Chancellor.
- (3) Three experts in the concerned subject/field out of the panel of names recommended by the Vice Chancellor and approved by the relevant statutory body of the university concerned, at least one of whom to be drawn from the panel of subject experts developed by UGC and hosted in its web site.
- (4) Dean of the faculty.
- (5) Head/Chairperson of the Department/School who is in the cadre of Professor.
- (6) An academician representing SC/ST/OBC/ Minority/ Women/ Differently-abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

QUORUM

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

17.3 Professor in the University

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

17.4 Selection Committees for the posts of Directors, Deputy Directors, Assistant

Directors of Physical Education, Librarians, Deputy Librarians and Assistant Librarians shall be the same as that of Associate Professor/Professor and Assistant

Professor respectively, except that the concerned expert in Physical Education or Sports Administration or Library, practicing Librarian/Physical Director, as the case may be, shall be associated with the Selection Committee as one of the subject experts. The composition of selection Committee for promotion under CAS shall be same as that of appointment through direct selection.

18. SELECTION PROCEDURES

18.1 The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma, based on the Academic Performance Indicators (API) as provided in the UGC Regulations.

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

18.2 The University adopts API as provided in Appendix-III for recruitment and promotion of teachers under CAS in the University Departments and constituent Colleges.

18.3 In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges, an academician representing SC / ST / OBC / Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant and if any of the members of the selection committee do not belong to that category, has to be nominated by the Vice Chancellor. The academician so nominated for this purpose shall be one level above the cadre level of the applicant who shall ensure that the norms of Government of India/concerned the State Government is strictly followed in the selection process.

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

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

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

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

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

In the case of selection of Professors who are from outside the academic stream, the universities shall lay down clear and transparent procedures so that only outstanding professionals who can contribute substantially to the university knowledge system are selected in any discipline as per requirement. The IQAC of the University shall prepare the format for placement and approval by the Academic council.

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

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

18.8 In the selection process for posts involving different nature of responsibilities in certain disciplines/areas, such as Physical Education and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in the UGC Regulations which need to be taken up by the University while developing API based PBAS methodology for both direct recruitment and CAS promotions. The IQAC of the University shall prepare the format for placement and approval by the Academic council.

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

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

application.

18.11 Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the UGC Regulations or UGC directives issued from time to time or those who obtain less than 50% in the expert assessment of 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 been successfully got re-assessed.

18.12 The minimum norms of Selection Committees and Selection procedures as well as API scores requirements for the above cadres either through direct recruitment or through Career Advancement Schemes Regulations shall be basically similar. However, since teachers recruited directly can be from different backgrounds and institutions, Table 2(c) of the UGC guidelines provides norms for direct recruitment of teachers to different cadres, while Tables II (a) and Table II(b) of UGC Regulations.

18.13 While the API Tables I and III of UGC regulations shall also be applicable to the selection of Professors/ Associate Professors /Assistant Professors; Directors/ Deputy Directors/ Assistant Directors of Physical Education; Librarians/ Deputy Librarians and Assistant Librarians for both direct recruitment as well as Career Advancement Promotions, the ratio / percentage of minimum requirement of category-wise API Score to each of the cadres for University teachers and for UG/PG College Teachers as given in Table II (a and b) of Appendix III of the UGC Regulations are applicable.

18.14. The API based system through the PBAS proforma for CAS promotions is to be implemented only in a Prospective manner from the academic year 2009-10 initially based on the annualized API scores earned by the teachers as depicted in Table II (a) and Table II(b) of the UGC Regulations. This annual API scores can be compounded prospectively as and when the teachers become eligible for CAS promotion to the next cadre with the multiplication factor of years of service required to apply for CAS promotion (e.g. If a teacher is eligible for CAS promotion in 2009, one-year API score of 2008-09 only is required; If a teacher is eligible for CAS promotion in 2010, then 2 years API scores of 2008-09 and

2009-10 cumulatively would be required and so on).

18.15. The Selection Committee specifications as delineated in Sections 5.1.0 to 5.1.7 of the UGC Regulations are applicable to all direct recruitments of Faculty Positions and Career Advancement promotions of Assistant Professor with AGP of Rs 8000 to Associate Professor with AGP of Rs.9000 and to that of Associate Professor to Professor with AGP of Rs. 10,000.

18.16. CAS promotions of Assistant Professors from one AGP to the higher AGP shall be conducted by a "Screening cum Evaluation Committee" adhering to the norms laid out as API and PBAS in Table I to III of Appendix-III (as applicable) of the UGC Regulations.

18.17. The "Screening cum Evaluation Committee" for CAS promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education from one AGP to the other higher AGP shall consist of:

18.18. For University teachers:

- (a) The Vice Chancellor as the Chairperson of the Selection Committee.
- (b) The Dean of the concerned Faculty.
- (c) The Chairperson of Department / Chairperson of the School/Centre/Director/Co-ordinator.
- (d) One subject expert in the concerned subject nominated by the Vice Chancellor from the University panel of experts.

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


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

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

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

19. SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURES:

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

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

19.2 Selection Procedures:

UGC guidelines and stages of Promotion of Teachers under CAS

A. Assistant Professor: Promotion from Stage-I to Stage- II (Pay band III with AGP Rs. 7000)

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

OR

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

OR

Successful completion of six Years as Assistant Professor without M.Phil/ PhD

ii. Satisfactory fulfillment of API based PBAS conditions as prescribed by the UGC from time to time

iii. **Vide UGC Letter No.DO/F.12-1/2010(PS) Dated 17August, 2015** An Assistant Professor with completed Service of four years, possessing Ph.D. Degree in the relevant discipline shall be eligible, for moving to AGP of Rs.7000.

iv. It is clarified that an Assistant professor who completes Ph.D. or MPhil. Degree within four or Five years from the date of his/her appointment shall also be eligible for moving from the AGP of Rs.6000/- to AGP of Rs.7000 after completion of four and five years of his/her service respectively. Further, if the incumbent acquires Ph.D./MPhil. after completion of four years of service/five years of service and before six years of service respectively, he/she shall be eligible to move to stage II (AGP Rs.7000) from the date of award of Ph.D. and M.Phil. degree subject to the fulfillment of other conditions stipulated in UGC Regulations (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2010, for the same provided that the Ph.D./M.Phil. Degree awarded by the university is in the relevant subject, following the process of admission, registration, course work and external evaluation as per above regulations.

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

B. Assistant Professor: Promotion from Stage-II to Stage- III.

(Pay band III with AGP Rs. 8000)

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

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

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

D. Associate Professor to Professor from Stage-IV to Stage- V.

(Pay band IV with AGP Rs. 10000)

Ph.D. Degree in relevant discipline.


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

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

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

19.5 As from 11.07.2009 the teaching staffs who have not acquired the revised UGC prescribed qualifications are not entitled for availing the benefit of revised scheme unless they acquire the said qualifications and till then they shall continue to be in the pre-revised UGC scales or the State scale as the case may be.


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

19.7 To maintain Quality, relevance excellence and inclusiveness, teachers going on deputation to other jobs except those related to education management and research cannot carry forward their UGC pay scales. However, they can do so by accepting the State pay scale.

20. Increments:

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

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

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

21. Counting of Past Service:

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

(b) of UGC Regulations provided that:


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

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

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

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


The post was filled in accordance with the prescribed selection procedure as laid down in the regulations of University/State Government /Central Government /Concerned institutions for such appointments.

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

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

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


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22. Period of probation and confirmation:

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

23. Teaching Days

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

The above is summarized as follows:

Number of weeks

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

24. Work load:

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

Assistant Professor - 16 hours

Associate Professor & Professor - 14 hours

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

25. Service Agreement:

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

26. Code of Professional Ethics:

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


27. Accountability:

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

28. Anomalies:

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



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29. Non-Application of UGC Pay Scales:

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


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VAJUBHAI VALA
CHANCELLOR

APPENDIX-III TABLE-I

PROPOSED SCORES FOR ACADEMIC PERFORMANCE INDICATORS (APIs) IN RECRUITMENTS AND CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY / COLLEGE TEACHERS.

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES.

Brief explanation: Based on the teacher self-assessment, API scores are proposed for (a) teaching related activities (b) Domain knowledge (c) Participation in examination and evaluation (d) contribution to innovative teaching, new courses etc. The minimum API score required by teachers from this category is 75.

The self-assessment score should be based on objectively variable criteria wherever possible and will be finalised by the screening /selection committee.

The Universities will be required to detail the activities and in case institutional specifications require. Adjust the weightages, without changing the minimum total API scores required under this category.

Sl.No.	Nature of Activity	Maximum Score
1	Lectures, seminars, tutorials, practical's, contact hours undertaken taken as percentage of lectures allocated	50
2	Lectures or other teaching duties in excess of the UGC norms	10
3	Preparation and Imparting of knowledge / instruction as per curriculum; syllabus enrichment by providing additional resources to students	20
4	Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc.	20
5	Examination duties (Invigilation; question paper setting, evaluation/assessment of answer scripts) as per allotment.	25
	Total Score	125
	Minimum API Score Required	75

Note.1: Lectures and tutorials to add up to the UGC norms for particular category of teacher, University may prescribe minimum cut off (net of due leave), say 80% for 1 and above, below which no scores may be assigned in the sub categories.

2: Subsequent amendments to the UGC regulations 2010 shall be considered wherever applicable.


CATEGORY II: CO-CURRICULAR EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.

Brief explanation: Based on the teacher self-assessment, category II API scores are proposed co-curricular and extension activities and professional development related contributions. The minimum API required by teacher eligibility for promotion is 15. A list of items and proposed scores is given below. It will be noticed that all teachers can earn scores from a number of items, whereas some activities will be carried out only by one or a few teachers. The list of activities is broad enough for the minimum API score is required (15) in this category to accrue to all teacher. As before, the self-assessment score should be based on objectively verifiable criteria and will be finalised by the screening/ selection committee. The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

Sl. No	Nature of Activity	Maximum Score
1	Student related Co-curricular, extension and field based activities (such as extension work through NSS/NCC and channel, cultural activities, subject related event, advertisement and counselling	20
2	Contribution to corporate life and management of department and institution through participation in academic and administrative committee and responsibilities	15
3	Professional development activities(Such as participation in seminar, conferences, short-term, training courses, talks, lecturers, membership of association, dissemination and general articles, not covered in category III below)	15
	Minimum API Score Required	15

Note. Subsequent amendments to the UGC regulations 2010 shall be considered wherever applicable.


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CATEGORY -III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Brief Explanation: Based on the teacher's self-assessment, API Scores are proposed for research and academic contributions. The minimum API score required by teachers from this category is different for different levels of promotion and between university and colleges. The self-assessment score will be based on verifiable criteria and will be finalized by the screening/selection committee.

S.N.	APIs	Engineering/Agriculture / Veterinary Science/Sciences/Medical Sciences	Faculties of Languages Arts/Humanities/Social Sciences/Library/Physical education/Management	Max. points for University and college teacher position
III(A)	Research Papers Published in	Refereed Journals*	Refereed Journals*	15 / Publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers	Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers	10 / Publication
		Conference proceedings as full papers, etc. (Abstracts not to be included)	Conference proceedings as full papers, etc. (Abstracts not to be included)	10 / Publication
III (B)	Research Publications (books, chapters in books, other	Text or Reference Books Published by International Publishers with an established peer review system.	Text or Reference Books Published by International Publishers with an established peer review system.	50/sole author, 10 /chapter in an edited book
		Subjects Books by National level	Subjects Books by National level	25/Sole author, and 5

	than refereed journal articles)	publishers/State and Central Govt. Publications with ISBN/ISSN numbers	publishers/State and Central Govt. Publications with ISBN/ISSN numbers	/ chapter in edited book
		Subject Books by Other local publishers with ISBN/ISSN numbers	Subject Books by Other local publishers with ISBN/ISSN numbers	15 /Sole Author, and 3 / chapter in edited book
		Chapters contributed to edited knowledge based volumes published by International Publisher	Chapters contributed to edited knowledge based volumes published by International Publisher	10 / Chapter
		Chapters in knowledge based Volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	Chapters in knowledge based Volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	5 / Chapter
III C	Research Projects			
III C (i)	Sponsor ed Projects carried out/ ongoing	a) Major Projects amount mobilized with grants above 30.0 lakhs	Major Projects amount mobilized with grants above 5.0 lakhs	20 / each Project
		b) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.0 lakhs	Major Projects amount mobilized with minimum of Rs.3.00 lakhs up to Rs.5.00 lakhs	15 / each Project
		c) Minor Projects (Amount	Minor Projects	

		mobilized with grants above Rs. 50,000 up to Rs. 5 lakh)	(Amount mobilized with grants above Rs. 25,000 up to Rs. 3 lakh)	10 / each Project
III C (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.10.00 lakh	Amount mobilized with minimum of Rs.2.00 lakhs	10 points per every Rs.10.0 lakhs and Rs.2.0 lakhs, respectively
III C (iii)	Completed projects : Quality Evaluation	Completed Project Report (Acceptance from funding agency)	Completed project report (Accepted by funding agency)	20 / each major project and 10 / each minor project
III C (iv)	Projects Outcome/Outputs	Patent/Technology transfer/ Product Process	Major Policy document of Govt. Bodies at Central and State level	30/ each national level output or patent. 50/each for international level
III D	Research Guidance			
III D (i)	M.Phil	Degree Awarded only	Degree Awarded only	3 /each candidate
III D (ii)	Ph.D	Degree Awarded	Degree Awarded	10/each candidate
		Thesis submitted	Thesis submitted	7 /each candidate

III E	TRAINING COURSES AND CONFERENCE / SEMINAR / WORKSHOP PAPERS			
III E(i)	Refresher courses, Methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft skills development Programmes, Faculty Development Programmes (Max: 30 points)	(a) Not less than two weeks duration	(a) Not less than two weeks duration	20/each
		(b) One week duration	(b) One week duration	10/ each
III E (ii)	Papers in Conference/ Seminars/ workshops etc. **	Participation and Presentation of research papers (oral/poster) in	Participation and Presentation of research papers (oral/poster) in	
		a) International Conference	a) International Conference	10 each
		b) National	b) National	7.5/ each
		c) Regional/State level	c) Regional/State level	5 / each

		d) Local- University/College level	d) Local- University/ College level	3 / each
III E (iii)	Invited lectures or presentations for conferences/ symposia	(a) International	(a) Interna tional	10 / each
		(b) National Level	(b) Nationa l Level	5

* Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) indexed journals – by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor above 5 by 25 points.

**If a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication (III (A)) and not under presentation (III(E)(ii)).

Notes.

1. It is incumbent on the Coordination Committee proposed in these Regulations and the University to prepare and publicize within six months' subjects-wise lists of journals, periodicals and publishers under categories IIIA and B till such time, screening/selection committees will assess and verify the categorization and scores of publications.

2. The API for joint publications will have to be calculated in the following manner of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.

3. Note. Subsequent amendments to the UGC regulations 2010 shall be considered wherever applicable.

APPENDIX-III TABLE-II(A)

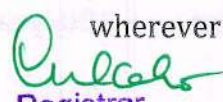
MINIMUM APIS AS PROVIDED IN APPENDIX-III TABLE I TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENT AND WEIGHTAGES FOR EXPERT ASSESSMENT

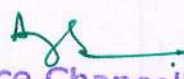
category	Details	Assistant Professor/ equivalent cadres (Stage 1 to Stage 2)	Assistant Professor/ equivalent cadres (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Associate Professor/ equivalent cadres(Stage 4)	Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5)	Professor (Stage 5) to Professor (Stage 6)
I	Teaching learning, Evaluation Related Activities (Category I)	75/year	75/year	75/year	75/year	75/year
II	Co-Curricular. Extension and Profession related activities(Cate gory II)	15/year	15/year	15/year	15/year	15/year
III	Minimum total average annual Score under categories - I and II	100/year	100/year	100/year	100/year	100/year

IV	Research and Academic Contribution(Category III)	10/year(40 /assessment nt Period)	20/year(10 0/assessment ent Period)	30/year(90/ assessment Period)	40/year(120 /assessment Period)	50/year(500 /assessment Period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee	Expert Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage=100. Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Contribution to Research 50% - Assessment of domain knowledge and teaching practices. 20% - Interview performance	30% - Contribution to Research 50% - Assessment of domain knowledge and teaching practices. 20% - Interview performance	50% -research 50% - performance evaluation and other credential by referral procedure

Notes:

1. Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I+ II.
2. Note: For universities for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of Rs.6000, 7000, 8000, 9000, 10000 and 12000 respectively.
3. Subsequent amendments to the UGC regulations 2010 shall be considered wherever applicable.


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APPENDIX-III TABLE-II(B)

MINIMUM POINTS NORMS APIS AS APROVIDED IN TABLE I AND WAIGHTAGES FOR
EXPERT ASSEMENT TO BE APPLIED FOR THE PROMOTION OF TEACHERS, IN
COLLEGES (UG AND PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)

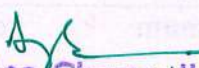
category	Details	Assistant Professor/ equivalent cadres Stage 1 to Stage 2:	Assistant Professor/ equivalent cadres :Stage2 to stage 3	Assistant Professor (Stage 3) to Associate Professor/ equivalent cadres(Stage 4)	Associate Professor to professor promotion in colleges (stage5)as per assigned posts
I	Teaching learning, Evaluation Related Activities (Category I)	75/year	75/year	75/year	75/year
II	Co-Curricular. Extension and Profession related activities(Category II)	15/year	15/year	15/year	15/year
III	Minimum total average annual Score under categories I and II	100/year	100/year	100/year	100/year
IV	Research and Academic Contribution(Category III)	05/year(20 /assessme nt Period)	10/year(50 /assessme nt Period)	15year(45/as essment Period)	20/year(60ass essment Period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage=100. Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	20% Contribution to Research 50% Assessment of domain knowledge and teaching practices. 20% Interview performance	30% Contribution to Research 50% Assessment of domain knowledge and teaching practices. 20% Interview performance
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Notes:

1. Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I+ II.
2. For universities for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4, and 5 correspond to scales with AGP of Rs.6000, 7000, 8000, 9000, and 10000 respectively.
3. Subsequent amendments to the UGC regulations 2010 shall be considered wherever applicable.


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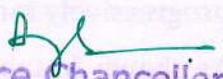
Explanatory note for tables II (a) and II (b)

1. All universities / colleges will set up verifiable systems for the API related information required in these tables within THREE months of notification of these regulations. They will have to be documented and collated annually by the internal quality assessment cells (IQACs) of the university's / colleges for follow up by the universities/ college authority's. in order to facilitate this process, all teachers shall submit the duly filled-in performance based appraisal system (PBAS) preform to the IQAC annually.
2. However, in order to remedy the difficulties of collecting retrospective information and to facilities the implementation of these regulations from 31-12-2008 in the CAS Promotion, The API based PBAS will be progressively and prospectively rolled out.
3. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented one year initially based on the existing systems in universities /colleges for one year only with the minimum average scores as depicted in Table II(a) and II(b) in rows I to III. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotions to the next cadre. Thus, if a teacher is considered for CAS promotions in 2010 one-year API scores for 2009-10 alone will be required for basement in case of teacher being consider for CAS promotion in 2011 two years average of API scores for this categories will be required for assessment and so on leading progressively for the complete assessment period.
4. As shown in table II, the aggregate minimum API scores required (given in row III) can be earned from any of the two broad categories subject to the minimum prescribed in each category. This will provide for due weightage to the teachers who contribute additional through any of the components given in the categories I and II also for the differing nature of the contributions possible in different institutional settings.
5. For category III (Research and academic contributions) maintenance past record is done on a normal basis buy teachers and hence no difficulties is

envisaged in applying the API scores for this category for the entire assessment period. In this category an aggregate minimum score is required for promotion over each stage. Alternatively, a teacher should acquire the required minimum aggregate score over two previous stages, taken together. In the case of promotion to professor, the publications requirement shall be met over the two previous stages.

6. Candidates should offer themselves for assessment for promotions if they fulfill the minimum API scores indicated in tables I and II by submitting an application and the required 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.
7. If, however on final assessment candidate do not either fulfill the minimum criteria under rows III and IV of tables II(a) and II(b) or obtain less than 50% in the expert assessment they will be reassessed only after a minimum period of one year.
8. (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be deemed to be the minimum period of eligibility
(b) If however, the candidate finds that she/he fulfills the eligibility conditions at a later date and applies on that date and is successful, her/his promotion will be deemed to be from that date of application.
(C) If the candidate does not succeed in the first assessment, but succeeds in an eventual assessment, her /his promotion will be deemed to be from the later date.


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