



THE STATUTES

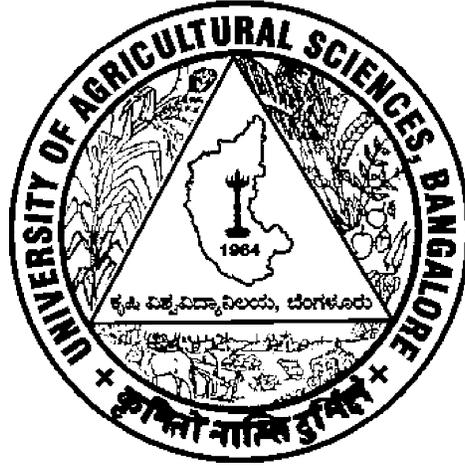
(Amendments incorporated upto 15th March, 2023)

**UNIVERSITY OF AGRICULTURAL SCIENCES
BANGALORE**

UNIVERSITY OF AGRICULTURAL SCIENCES, BANGALORE
GKVK, BENGALURU - 560 065

THE STATUTES

Amendments Incorporated upto 15th March, 2023



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GKVK, Bengaluru-560 065

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2023

THE STATUTES
OF
THE UNIVERSITY OF AGRICULTURAL SCIENCES , BANGALORE
STATUTES OF
UNIVERSITY OF AGRICULTURAL SCIENCES, BANGALORE

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**FIRST STATUTES OF
THE UNIVERSITY OF AGRICULTURAL SCIENCES
BANGALORE**

In exercise of the powers conferred by sub-section (1) of Section 40 of the University of Agricultural Sciences Act, 1963 (Mysore Act 22 of 1963) the Vice - Chancellor of the University of Agricultural Sciences, Hebbal, Bangalore, hereby make the following first Statutes of the University of Agricultural Sciences, with the approval of the Chancellor namely : -



THE UNIVERSITY OF AGRICULTURAL SCIENCES, BANGALORE

STATUTES

CHAPTER I

GENERAL

1. TITLE AND COMMENCEMENT :—

- (1) These Statutes shall be called the University of Agricultural Sciences Statutes, 1964.
- (2) They shall come into force on the twentieth day of October 1964.

2. DEFINITIONS :—

In the Statutes, unless the context otherwise requires:

- (a) “*Act*” means the University of Agricultural Sciences Act, 1963 (Karnataka Act No. 22 of 1963).
- (b) “*Section*” means a section on the Act;
- (c) “*Council*” means the Academic Council;
- (d) “*Faculty*” means the professional staff dealing with a broad subject matter such as Agriculture, Animal Sciences, etc.;
- (e) “*College*” means a physical unit of the University located in one campus such as Dharwad or / and Hebbal;
- (f) Words and expressions used but not defined in these Statutes shall have the meaning assigned to them in the Act.

CHAPTER II

AUTHORITIES AND COMMITTEES OF THE UNIVERSITY

3. BOARD MEMBERS : REGISTERED GRADUATES AS MEMBERS OF BOARD :—

Until the registered graduates of not less than five years standing of the University becomes available to enable the State Government to nominate two persons among them as members as provided under Section 25(2) (B) (iii) the Board shall be deemed to be duly constituted without the said two persons.

4. ACADEMIC COUNCIL :—

*”The Academic Council shall advise the Vice-Chancellor on all academic matters as requested by the Vice Chancellor and/or as deemed appropriate by the Academic Council. All recommendations of the Academic Council, prior to implementation, shall be subject to the approval of the Vice-Chancellor.”

5. BOARD OF STUDIES :—

- (1) There shall be the following Boards of Studies, namely:
 - (a) The Board of Studies of the Faculty of Agriculture.
 - (b) The Board of Studies of the Faculty of Animal Science.
 - (c) The Board of Studies of the Faculty of Basic Sciences and Humanities.
- (2) The Board of studies of the Faculty of Agriculture shall consist of all Professors all Associate Professors and two elected representatives each from ,among the Assistant Professors and from among the Instructors engaged in teaching, research and extension in the existing divisions of Plant and Soil Sciences, Horticulture Science, Agricultural Engineering, Home Economics, Agricultural Economics, Marketing and co-operation, Agricultural Extension and Sericulture Sciences. The election of the two representatives from among the Assistant Professors and Instructors shall be conducted under the supervision of the Chairman. The Director of Instruction, Hebbal and the Director of Instruction, Dharwad shall be the Chairman of this Board of Studies alternately as determined by the Vice-Chancellor, the term of the office being limited to one year at a time from the date of appointment.
- (3) The Board of Studies of the Faculty of Animal Science shall consist of all the Professors, all Associate Professors and two elected representatives each from among the Instructors engaged in teaching, research and extension in the existing divisions of Animal Science, Veterinary Science, Dairy Science and Fisheries Science. The Director of Instruction, Veterinary College, Hebbal shall be the Chairman. The election of the two representatives from among the Assistant Professors and Instructors shall be conducted under the supervision of the Chairman.
- (4) The Board of studies of the Faculty of Basic Sciences and Humanities shall consist of all the Professors, all the Associate Professors and two elected representatives each from among the Assistant Professors and the Instructors engaged in teaching, research and extension in the existing division of Basic Sciences and Humanities. The Dean of the University shall be the Chairman. The election of the two representatives from among the Assistant Professors and the Instructors shall be conducted under the supervision of the Chairman.

Note : Applicable to Clauses 5 (2), 5 (3) & 5 (4),

- (a) The term of the elected members from the Assistant Professors and Instructors should not exceed three years from the date of election.
 - (b) If an elected member does not attend three consecutive meetings of the concerned Board of Studies he will automatically cease to be a member of the Board of Studies.
 - (c) If an elected member proceeds on other duty or on leave for a period exceeding one year he will cease to be a member of the Board of Studies from the date of such absence.
- (5) Each Board of Studies shall be responsible to its respective Chairman and shall have the following duties, namely:
- (a) It shall propose the/establishment of such Divisions as deemed best and the scope of work to be done by the Board of Studies and the various Departments and submit such plans to the Council, for submission to the Board,
 - (b) It shall subject to Statutes, develop Division curricula and course outline to meet the degree requirements of the University,
 - (c) It shall subject to the provisions of the Statutes, make Regulations on detailed conditions of admission of Students to the various courses of study in the Faculty, methods of evaluating the progress and attainments of the students of the Faculty and basis for dismissal of students who fail to meet the academic requirements of the Faculty and the University. .
 - (d) It shall recommend to the Academic Council that degree be conferred on students who have met satisfactorily the degree requirements of the Faculty' and the University.
 - (e) It shall perform such other duties as may be assigned by the Vice-Chancellor and the Dean through the Chairman.
 - (6) Each Board of Studies shall appoint committees representing each division and it shall be the duty of such committees to consider the matters related to their respective Division and make recommendations to the Board of Studies.
 - (7) The Chairman of a Board of Studies may co-opt the services of other Officers and teachers to assist the Board in the performance of its duties.

6. DECLARATION OF OTHER BODIES TO BE THE AUTHORITIES OF THE UNIVERSITY :-

There shall be a Research Council and one Extension Education Council which shall also be the authorities of the University.

7. CONSTITUTION OF THE RESEARCH COUNCIL :-

- (1) The Research Council shall consist of the following members, namely: -
- (a) Director of Research, as Chairman,
 - (b) Director of Extension,
 - (c) Heads of Divisions,
 - (d) Librarian and
 - (e) Research Specialists and technical advisors appointed by the Director of Research and approved by the Vice

Chancellor, not exceeding five in number.

- (2) The Research Council shall be responsible to the Director of Research and shall consider and make recommendations on all matters pertaining to research to be conducted by the University.

8. CONSTITUTION OF EXTENSION EDUCATION COUNCIL :—

- (1) The Extension Education Council shall consist of the following members namely:-
- (a) Director of Extension, as Chairman,
 - (b) Director of Research,
 - (c) Heads of Divisions and
 - (d) Specialists and technical advisors appointed by the Director of Extension and approved by the Vice Chancellor, not exceeding five in number.
- (2) The Extension Education Council shall be responsible to the Director of Extension and shall consider and make recommendations on all matters pertaining to extension education, and especially with respect to :
- (a) Training of College students in extension education,
 - (b) Preparation of education material for cultivators,
 - (c) Short courses, etc., for non-student rural people,
 - (d) Field extension programme for the benefit of cultivators, agricultural production and marketing co-operatives,
 - (e) Programmes for cultivator families, rural youth, etc.,

***9. TRAVELLING ALLOWANCES AND AUTHORISATION :—**

- (1) (a) Travelling allowance to non-official members of the Board shall be paid as follows for attending its meetings, the meetings of the Other Authorities and committees of the University and the Convocation to which they are invited:
- (i) Railway fare : Eligible for single first class fare with incidental charges of Rs. 20/- each way.
 - (ii) Road mileage : Rs. 6/- per km.
 - (iii) Journey by bus : Two times the bus fare plus incidental charges of Rs. 20/- each way.
 - (iv) Air journey : Single fare with incidental charges equal to 1/5th fare subject to maximum of Rs. 50/- in respect of each single journey, insurance for air travel shall be limited to Rs. 10/- per trip.
 - (v) Daily allowance to members
 - (a) Rs. 150/- per diem.
 - (b) Members entitled to traveling allowance shall be paid daily allowance for one day before the commencement of the meeting and for one day after the day of the conclusion of the meeting.
 - (c) Sitting fees : Rs. 1000/- per day to Chairman and to the Members of the Board of Regents.

In adopting the above rates, the rules contained in the Karnataka Civil Service Rules, shall be followed :

- (2) Travelling Allowance to Officers, teachers and other personnel of the University shall be determined by the Board and set out in the Regulations.

- (3) The following persons shall be competent to authorise travel for the performance of the duties of the University within the State of Karnataka, namely:-
 - (a) Directors of Instruction and Directors of Research and Extension in the case of all personnel under their respective control.
 - (b) Dean in the case of Directors of Instruction and Directors of Research and Extension.
 - (c) Vice-Chancellor in the case of the Dean and other officers not specified above.
- (4) The Vice-Chancellor shall undertake travel necessary for the performance of his duties, furnishing copies of his tour programme to the Officers of the University. A copy of the tour programme shall be marked for the University notice board.
- (5) The Vice-Chancellor shall authorise all travel outside the State of Karnataka after consultation with the Comptroller and the Dean.
- (6) Travel outside India shall be subject to the approval by the Board based on the recommendation of the Comptroller and the Vice-Chancellor.

10. SPECIALAIDS :-

- (1) The University may accept aid or gift from any person or institution.
- (2) The Vice-Chancellor shall appoint a Committee to advise what aid or gift may be accepted and in what form or manner.
- (3) If the aid or gift is unconditional the Vice-Chancellor may, in consultation with the Committee constituted under clause (2) accept it. Any aid or gift involving conditions shall be accepted only with the approval of the Board.
- (4) The Vice-Chancellor shall implement the terms and conditions of the aid or gift and for that purpose determine, in consultation with the Committee referred to in clause (2), the details as regards the number of technicians or/and consultants needed and the qualifications to be possessed by them, the number of persons to be deputed for advanced training in India or abroad as well as the fields of training for each of them.
- (5) Where the aid is in the form of a gift of commodities the Vice-Chancellor shall, in consultation with the Committee referred to in clause (2), determine the particulars of commodities to be obtained.
- (6) Whereby any terms of the aid, selection of personnel for higher training or study tour becomes necessary, the Vice-Chancellor shall consult the Committee consisting of the Dean as' Chairman, Director of Instruction of the concerned College, Head of the concerned Division and the Donor or his representative.

Provided that if any of the Officers of the University has offered himself for selection, the selection shall be made by the Board whose decision shall be final.

11. DISCIPLINARY ACTION :-

- (1) The following authorities shall deal with disciplinary cases and shall be vested with powers to inflict suitable punishment, subject to the appellate authorities as prescribed under this statute.
 - (a) A Committee consisting of Heads of Divisions with the Dean or an Officer nominated by the Vice

Chancellor as Chairman in respect of disciplinary cases involving students, teachers and service personnel in the Divisions below the Heads of Divisions. Appeals from the decision of this committee shall be dealt with by the Committee mentioned under clause (b) of this Statute in the case of students, teachers and service personnel below the rank of Assistant Professor, and by the Board in the case of all staff and Officers of the rank of Assistant Professor and above.

- (b) A Committee consisting of the Directors of Instruction and Directors of Research and Extension with the Dean or one of the Directors nominated by the Vice-Chancellor as Chairman in respect of disciplinary cases, involving teachers, Officers and staff of the rank equivalent to Heads of Divisions. This Committee shall be the appellate authority to deal with certain appeals specified under clause (a) of this Statute.
- (bb) A Committee consisting of the Comptroller, Estate Officer and Administrative Officer with the Comptroller as Chairman in respect of disciplinary cases involving service personnel below the rank of Officers of the University of Agricultural Sciences specified under Section 9 of the Act, excluding service personnel appointed by the Administrative Officer under Statute 32 and service personnel coming under clauses (a) and (b) above. The appellate authority to deal with these disciplinary cases shall be the Board.
- (bbb) A Committee consisting of the Administrative Officer shall in respect of all disciplinary cases involving service personnel appointed by him under Statute 32 excluding those coming under Clauses (a) & (b) above. The Vice-Chancellor shall be the appellate authority to deal with these disciplinary cases.
- (c) The Board shall appoint a Committee to deal with disciplinary cases involving all University employees not mentioned under clause (a), (b), (bb) & (bbb) of this Statute and other than those mentioned under Section 9(1), (2) & (3) of the Act as well as to dispose of the appeals from the decisions of the Committee mentioned under clause (b) of this Statute.
- *(cc) The Board, in addition to the above statutory provisions, is empowered to appoint a Retired Judge as Standing Inquiry Officer for the purpose of framing specific charges and to deal with the Disciplinary Cases of Teachers and Service Personnel. The power of entrusting cases to the Standing Inquiry Officer shall be exercised sparingly by the Administrative Officer with the approval of the Vice-Chancellor, whenever the cases are complex nature and the same cannot be dealt by the Officers indicated under Clause (a), (b), (bb) and (bbb) of this Statute. Further, the procedure laid down in Karnataka Civil Services (Classification, Control and Appeal) Rules shall be followed in conducting the Inquiry. The Appellate Authority to deal with these Disciplinary Cases shall be the Board.
- (d) In case of disciplinary action involving punishments of dismissal, removal or reduction in rank, the principle laid down in Article 311 (1) of the Constitution with reference to Government servants, namely, that such 'punishments shall not be inflicted except by the appointing authority or any authority to which the appointing authority is subordinate, shall be followed.

12. EVALUATION OF STAFF :-

- (1) Every year and before the commencement of the academic year, there shall be a careful and objective evaluation of every Officer, other than those mentioned under sub-section (1), (2) and (3) of section 9 and of every teacher and service personnel of the University, in order to have an estimate of the quantity and quality of work done and the attitude and behaviour of every individual.
- (2) The evaluation referred to in clause (1) shall be done by the following :

- (a) The Vice-Chancellor in respect of all Officers other than those mentioned in sub-sections (1), (2) and (3) of section 9, based on the evaluation reports received from appropriate officers to be named by him concerning those under the supervision of the named Officers,
 - (b) The Officers in respect of all their subordinates other than those mentioned above, based on the evaluation reports received from their appropriate subordinates to be named by them, concerning those under the supervision of the named Officers.
- (3) The evaluation reports which shall be treated as confidential shall be prepared and transmitted, excepting in the case of the reports to be prepared by the Vice-Chancellor, to the Officers immediately above the rank of the person preparing the report, for safe and personal custody, to be filed along with the bio-data of every individual. The Officer receiving these reports shall, if necessary, record his own impressions of the concerned individual in these reports.
 - (4) Whenever promotion of an individual or disciplinary action against an individual is contemplated, due regard shall be had for the evaluation reports referred to in the preceding clauses.

CHAPTER III

OFFICERS OF THE UNIVERSITY

13. ADDITIONAL OFFICERS :-

In addition to the Officers mentioned in clauses (1) to (13) of Section 9, the following shall also be Officers of the University, namely:-

- (1) The Estate Officer
- (2) The Director of Student Welfare
- (3) The Administrative Officer
- (4) The Director of Instruction (Basic Science & Humanities)
- (5) The Director of Instruction (Post Graduate Studies)
- (6) The Director of Instruction (Fisheries College, Mangalore)
- (7) The Director of Instruction (Home Science)

14. PRESCRIBING QUALIFICATIONS FOR APPOINTMENT :-

*“The Academic Council shall, except in the case of the Chancellor, Pro-Chancellor and Vice-Chancellor and Officers other than Comptroller, Estate Officer, Administrative Officer prepare a list of qualifications which should be possessed by the candidates for an office. If the Academic Council does not do so, the Vice-Chancellor shall prescribe the qualifications. As regards Comptroller, Estate Officer, Administrative Officer a Special Committee shall be appointed by the Vice-Chancellor to advice in the matter. In case of Teachers, the qualifications shall be as stipulated by the UGC/ICAR from time to time.”

15. SELECTION COMMITTEES, APPOINTMENTS AND PROCEDURES :-

“The Selection Committees for the posts” of Officers shall as stipulated by the UGC/ICAR for the post of Principal from time to time.”

16. SALARIES AND CONDITIONS OF SERVICES :-

*“(1) The salary of an Officer covered under UGC/ICAR shall be as stipulated from time to time. The salary of Officers not covered under UGC/ICAR shall be as prescribed in the Statutes. The starting salary shall ordinarily be the minimum of the scale.

Provided that if in the best interest of the University as determined by the Board, the Board may, after recording reasons therefor, grant a higher starting salary in respect of Officers not covered under UGC.”

Every Officer shall be entitled to leave, leave salary, allowances, and other benefits as prescribed in these Statutes.

An Officer, other than the Chancellor, Pro-Chancellor and Vice-Chancellor, shall not be entitled to be in the service of the University after he reaches the age of sixty years.

Provided that in respect of Officers attaining the age of 60, where the date of such age falls on a day other than the first day of a month, he shall retire on the afternoon of the last day of that month.

Provided that the Board may, on the recommendations of the Vice-Chancellor extend the term of appointment of any Officer for a period not exceeding two years when such extension is in the best interest of the University and provided further that not more than two such extensions shall be granted.

17. VICE-CHANCELLOR : QUALIFICATIONS :—

The qualifications to be possessed by a person for appointment as Vice-Chancellor shall except in the case of the first Vice-Chancellor, be prescribed by the Chancellor, regard being had to academic and research, experience and accomplishments in agriculture and related sciences.

18. DEAN : HIS TERM OF OFFICE, EMOLUMENTS AND DUTIES :—

- (1) The term of office of the Dean shall be for a period of three years. A person shall be eligible for re-appointment as Dean for a second or subsequent terms.
- (2) “The emoluments for the post of Dean shall be :
 - (a) The scale of pay of the post of Dean shall be equal to that of Professor in the University (Rs.16400-450-20900-500-22400 with initial start at Rs.17,300) with effect from 1st January 1996.
 - (b) The incumbent of the post shall, in addition, be entitled to a special pay of Rs. 400/- (Rupees four hundred only) per month.”
- (3) The Board shall constitute a Selection Committee comprised of the following members:
 - (a) A technical authority who has had experience of working in scientific, educational or administrative capacity in an Agricultural University in India.
 - (b) Two scientists or educationists with similar experience.
- (4) The Dean shall :
 - (a) be responsible to the Vice-Chancellor for the administration of the academic affairs of the University,
 - (b) perform the function of co-ordinating and supervising the academic activities of the constituent colleges, which are under the control of the Directors of Instruction,
 - (c) perform all duties of the Vice-Chancellor in his temporary absence, except as otherwise provided by the Board and/or the Vice-Chancellor,
 - (d) exercise overall responsibility for the visual aid activities of the University such as films, charts, photography, mimeograph, offset printing as well as the maintenance and distribution of University publications with the assistance of a Publications Officer or a person of similar nature as the need may develop,
 - (e) be in charge of the timely preparation and publication of the University Catalogue and Time Table, assisted by the Registrar and Directors of Instruction.
 - (f) assume such other duties and powers as the Vice-Chancellor may assign to him.

19. COMPTROLLER : HIS DUTIES AND SALARY :—

- (1) Read the powers and duties laid down in Section 13, 15,26 and 46 of the Act.

- (a) The Comptroller shall be responsible for the management of all funds of the University including the General fund, the Foundation fund and other funds in accordance with the Statutes, Regulations and provisions of the Act, subject to the overall direction of the Board and the Vice-Chancellor provided;.
- * (i) "All expenditure up to Rs.2,00,000 on a single item shall have received the sanction or approval of the Comptroller or any other Officer or Teacher concerned duly authorised by the Board.
- * (ii) All expenditure exceeding Rs.2,00,000 but not exceeding Rs.10,00,000 (Rs. Ten lakhs) on a single item shall have received the approval of the Vice-Chancellor.
- * (iii) All expenditure exceeding Rs.10,00,000 (Rs. Ten lakhs) shall have received the approval of the Board."
- (iv) All purchases exceeding Rs. 1000 shall be made only on the basis of quotations or tenders.
- (v) That no expenditure shall be incurred except in accordance with the financial estimates as approved by the Board, under Section 37 of the Act and as delegated under Section 46 of the Act.
- (b) collect income and fees, disburse payments, and be responsible for the day to day financial transactions of the University and for the proper accounting thereof, and all incidental matters including correspondence relating thereto, (c) sign all contracts made on behalf of the University,
- (c) sign all contracts made on behalf of the University,
- (d) exercise such other powers as may be prescribed by the Statutes and Regulations or as may be required, from time to time, by the Board or the Vice-Chancellor with respect to matters pertaining to accounts and finances of the University for which he shall be directly responsible to the Vice-Chancellor,
- (e) assist the Vice-Chancellor in preparing the financial estimates as prescribed under section 37 (1) of the Act and the annual accounts and balance sheets as prescribed under section 38(1) of the Act,
- (f) be responsible to maintain accounts to the satisfaction of the auditors.
- (2) A receipt from the Comptroller or from the person(s) duly authorised in writing in this behalf by the Board for any money payable to the University shall be valid discharge for the same.
- (3) **"The scale of pay of the post of Comptroller shall be equal to that of Joint Controller in the State Accounts Department. However, the incumbent who held the post as on 5.9.1981 and was sanctioned the V Plan UGC scale of pay of Professor in the University as purely personal, shall draw pay in the scale equal to the revised UGC scale of pay of Professor in the University (Rs.16400-450-20900-500-22400); with effect from 1st January 1996, as purely personal to him until he ceases to hold this post."
- (4) **"His term of office shall be for a period of three years and he shall be eligible for re-appointment for a final second term on the recommendations of the Board and with the approval of the Chancellor."

20. ADMINISTRATIVE OFFICER : HIS DUTIES AND SALARY :-

- (1) The Administrative Officer shall :-
- (a) serve as administrative assistant to the Vice-Chancellor,
- (b) make arrangements for reception of visitors, arrange their appointment and minister to their official and personnel need,

- (c) organise receptions and entertainment of an appropriate nature and other occasions consistent with the rank and status of the visitor, with expenses to be met from the Contingent Fund and expenditures paid by the Comptroller upon authorisation by the Vice-Chancellor as provided for in the Regulations,
 - (d) be responsible for the recruitment, selection and appointment of all service personnel of ranks and salary scales approved by the Board, and in the manner prescribed and for the maintenance of the service and leave records of service personnel in accordance with Statute 32,
 - (e) grant such leave as permissible under the Regulations for all service personnel. He shall also assist the Vice-Chancellor in granting leave to the Officers and teachers of the University,
 - (f) act as liaison officer between the University and the State and Indian Governments and other bodies under the instructions of the Vice-Chancellor,
 - (g) be responsible for the publicity functions of the University,
 - (h) handle the publications of the University journals and magazines with the assistance of a technical committee appointed by the Vice-Chancellor,
 - (i) be in charge of the establishment and maintenance of a University museum,
 - (j) organise, with the approval of the Vice-Chancellor, and make arrangements for the holding of convocations, conferences, symposia, seminars and such other meetings or lectures as may be deemed essential and/or desirable for the benefit of the staff, student body and the public. Any expenses incurred shall be met as provided for under sub-section (c) above.
- (2) **“The scale of pay of the post of Administrative Officer shall be equal to that of Officer of KAS in the State scale, which was Rs. 1950-2150 prior to 30th June 1986 and is now Rs. 3650-4550 with effect from 1st July 1986 subject to the exception that the incumbent, who held this post as on 5th September 1981 and who has been sanctioned the scale of pay equal to the V Plan’ UGC scale of pay of Professor in the University as purely personal, will continue to draw pay in the scale of pay equal to the revised 1986 UGC scale of pay of Professor i.e., Rs.4500-7300 with effect from 1st January, 1986 as purely personal to him until he ceases to hold this post.”*
- (3) ***“His term of office shall be for a period of three years and he shall be eligible for re-appointment for a final second term with the approval of the Board.”*

21. REGISTRAR : HIS DUTIES AND SALARY :-

- (1) The Registrar shall in addition to discharging the duties set out in Section 16:-
- (a) administer the Statutes and Regulations of the University with respect to the admission of students and their continuance as such;
 - (b) prepare time schedules for academic courses as recommended by the Faculties, plan and direct the registration of students for various courses, and record transfers and drop-outs as recommended by the Faculties;
 - (c) maintain records of each student of the University including academic accomplishments, conduct as a student, etc ;
 - (d) maintain records of non-student attendance in University programmes, as designated by the Director of Extension;

- (e) maintain the records of all graduates of the University;
 - (f) be responsible to the Vice-chancellor in the exercise of the powers and discharge of duties under the Act and Statutes.
- (2) ***"The scale of pay of the post of Registrar shall be equal to that of Professor in the University (Rs.16,400-450-20900-500-22400), with effect from 1st January, 1996."
- (3) *"His term of office shall be for a period of three years and he shall be eligible for re-appointment for a final second term with the approval of the Board."

22. DIRECTOR OF STUDENTS WELFARE : HIS DUTIES AND SALARY :—

- (1) The Director of Students Welfare shall :-
- (a) plan and direct, in collaboration with other University Officers, all non curricular activities of students including clubs, recreation centres, co-operative, etc. as may from time to time be approved by the University for the welfare of the students;
 - (b) co-operate with the staff incharge of the physical education programme, National Cadet Corps activities, and related activities of students as required by the University;
 - (c) deal, in consultation with the Director of Instruction concerned, with student misconduct, excessive absenteeism and other student irregularities from the point of view of maintenance of discipline etc. ;
 - (d) supervise health programmes and medical facilities for students, according to the Regulations to be drawn for the purpose by a Committee to be appointed by the Vice-Chancellor; .
 - (e) be responsible to the Vice-Chancellor in the exercise of the Powers and discharge of duties under the Act.
- (2) **"The scale of pay of the post of Director of Student Welfare shall be equal to that of Professor in the University (Rs. 16,400-450-20900-500-22,400), with effect from 1. 1. 1996."
- (3) *"His term of office shall be for a period of three years and he shall be eligible for re-appointment for a final second term with the approval of the Board."

23. ESTATE OFFICER : HIS DUTIES AND SALARY :—

- (1) The Estate Officer shall:-
- (a) maintain buildings and other physical facilities of the University and provide for protection against theft, fire and other dangers:
 - (b) supervise the supply of electricity, water, telephone, and other services and the operation and maintenance of the University vehicles;
 - (c) direct operations providing for cleanliness, sanitary and aesthetic conditions of the University facilities;
 - (d) provide for the installation, use and maintenance of University equipment, in co-operation with other Officers; and supervise the allotment and use of rooms, houses, buildings, and grounds, as requested by the appropriate Officers;
 - (e) direct the plans for construction and/or alternation of University buildings and grounds as ordered by the Board;

- (f) perform the above duties and such other duties as may be assigned in connection with his responsibility to the Vice-Chancellor for the proper functioning of the physical facilities of the University.
- (2) Subject to the assignment of responsibilities by the Vice-Chancellor the Estate Officer shall, in collaboration with the Director of Student Welfare, be responsible for the assignment of hostel rooms, maintenance and operation of cafeteria, canteen, stores, gymnasium and other recreational facilities including club houses, auditoria, and similar service agencies.
- (3) The Estate Officer shall have the assistance of Stores Purchasing staff, which shall be entrusted with the responsibility of maintaining the University Stores inventory of all University property, purchasing through tenders furniture, equipment and supplies as may be required by various Divisions and for repair of all existing University property except buildings and he shall have the assistance of competent and adequate engineering staff for the construction, maintenance and repair of buildings, roads, gardens, machinery, electric and water supply and drainage system, etc., for which he is responsible.
- (4) The Estate Officer shall have an adequate watch and ward staff to safeguard the interests and property of the University and of the personnel.
- (5) **“The scale of pay of the post of Estate Officer shall be equal to that of Superintending Engineer in PWD, which is Rs. 3650 - 4550. However the incumbent who held the post as on 5th September, 1981 and was sanctioned the V Plan UGC scale of pay of Professor in the University as purely personal, will draw pay in the scale equal to the revised UGC scales of pay of Professor in the University, with effect from 1st January 1986, as purely personal to him until he ceases to hold this post.”*
- (6) **“His term of office shall be for a period of three years and he shall be eligible for re-appointment for a final second term with the approval of the Board.”*

(Extract of Govt. Notification No. RD 3 PPE 97 dated 29th August 1997 - In exercise of the powers conferred by Sub-Clause (iv) of Clause (a) of Section 3 of the Karnataka Public Premises (Eviction of unauthorized occupants) Act, 1974 (Karnataka Act 32 of 1974). The Govt. of Karnataka hereby appoints the Estate Officer of the UAS, Bangalore to be the competent officer for the purposes of the said Act and directs that the said officer shall exercise the powers conferred and perform the duties imposed on him by or under the said Act in respect of the Public Premises belonging to the UAS, Bangalore. -Issued by the Under Secretary to Govt. Revenue Dept.).

24. DIRECTOR OF RESEARCH : HIS DUTIES AND SALARY :—

- (1) The Director of Research shall:-
- (a) co-ordinating the planning and prosecution of research conducted by the University, excepting research done by the students to meet degree requirements and by teachers of the University to improve their teaching ability;
- (b) prepare annual budget estimates for such research as may be required by the University;
- (c) assist the appropriate Directors of Instruction to meet their responsibilities for direct supervision of the members of the College Faculties engaged on approved research programmes;
- (d) require and supervise the publication of research results;
- (e) be responsible to promote team approach to research problems and foster project-wise rather than Division-wise research and for this purpose he shall avail himself of the assistance and guidance of the

Research Council with respect to evaluation of current projects, continuation or termination of projects and identification of new problems for research;

- (f) be responsible to the Vice-Chancellor in exercise of the powers and discharge of duties under the Act and Statutes.
- (2) **“The scale of pay of the post of Director of Research shall be equal to that of Professor in the University (Rs. 16,400-450-20900-500-22,400), with effect from 1.1.1996.” The incumbent of the post shall in addition be entitled to a special pay of Rs 300 (Rupees three hundred only) per month with effect from 1st January, 1996”.
- (3) *’His term of office shall be for a period of three years and he shall be eligible for re-appointment for a final second term with the approval of the Board.”

25. DIRECTOR OF EXTENSION : HIS DUTIES AND SALARY :-

- (1) The Director of Extension shall :-
 - (a) prepare yearly programmes and budget needs for the education of cultivators and other nonstudents in connection with extension schemes;
 - (b) supervise off-campus programmes of the University dealing with agricultural co-operatives, rural youth programmes, short courses for cultivators, training of non-students, etc;
 - (c) co-operative with the Directors of Instruction in developing courses and in teaching students in the various aspects of extension education;
 - (d) direct the development of information materials such as publications, films, etc., for use in all phases of the extension work;
 - (e) be responsible to coordinate all agricultural extension education work in the State with the assistance and guidance of the Extension. Council. To this end it shall be the responsibility of every member of the teaching and research staff engaged in any form of extension work to keep the Director of Extension informed as to all such activities involving conferences *or* correspondence;
 - (f) be responsible to the Vice-Chancellor in the exercise of powers and discharge of duties under the Act.
- (2) The Director of Extension shall be assisted by various subject-matter specialists in as many fields of activity as may be needed to serve the needs of the State’s agriculture at all levels.
- (3) **“The scale of pay of the post of Director of Extension shall be equal to that of Professor in the University (Rs. 16,400-450-20900-500-22400), with effect from 1st January, 1996. The incumbent of this post shall in addition be entitled to a special pay of Rs 300/- (Rupees three hundred only) per month with effect from ‘ 1st January, 1996.”
- (4) *’His term of office shall be for period of three years and he shall be eligible for re -appointment for a final second term with the approval of the Board.

26. DIRECTOR OF INSTRUCTION : HIS DUTIES AND SALARY :-

- (1) The Director of Instruction shall: -
 - (a) function as the Chief Executive Officer of the concerned college and exercise overall control of the teaching, research and extension work of the Divisions of the college, in accordance with the overall plans of the, University;

- (b) prepare proposals for the College activities and budget for the needs thereof, and be responsible that all college funds are handled in accordance with sanctions of the Board;
 - (c) co-operate with the Director of Research on the development of plans and budgets for research programmes and on the preparation of reports as may be requested by the Director;
 - (d) co-operate with the Director of Extension on development of plans and budgets of non-curricular extension education work of the University, and on the developments of informational materials for the Extension Service;
 - (e) co-operate with the Estate Officer on the educational use of the buildings and rooms assigned to the College, and on the use and safety of equipment assigned to the College;
 - (f) perform such other duties as may be assigned by the Dean and/or the Vice-Chancellor to whom they shall be responsible.
- (2) **“The scale of pay of the post of Director of Instruction shall be equal to that of Professor in the University (Rs. 16400-45-20900-500-22400), with effect from 1st January, 1996. The incumbent of this post shall in addition be entitled to a Special pay of Rs. 300 (Rupees Three hundred only) per month with effect from 1st January, 1996.”*
- (3) ***“His term of office shall be for a period of three years and he shall be eligible for re-appointment for a final second term with the approval of the Board.”*

27. LIBRARIAN : HIS DUTIES AND SALARY :—

- (1) The Librarian shall :-
- (a) exercise overall control of the libraries of the University, and organise their services in a manner most beneficial to the needs of the teaching, research and extension programmes of the University;
 - (b) prepare annual budgets for the development and operation of the libraries of the University;
 - (c) prepare annual budgets for the development and operation of the libraries of the University;
 - (d) do such other things in connection with the libraries and improvement thereof as may be required by the Vice-Chancellor to whom the Librarian shall be responsible.
- (2) **“The scale of pay of the post of Librarian shall be equal to that of Professor in the University Rs. 4500 - 150-5700-200-7300 w.e.f. 1.1.1986 and Rs. 16400-450-20900-500-22400 w.e.f. 1.1.96.*
- (3) ***“His term of office shall be for a period of three years and he shall be eligible for re-appointment for a final second term with the approval of the Board.”*

28. HEADS OF DIVISIONS : SELECTIONS, DUTIES AND SALARY :—

- (1) The Head of a Division shall be appointed by the Board from among the Professors on the recommendation of the Vice-Chancellor based on the proposals made by Committee consisting of the Directors of Instruction with the Dean as the Chairman.
- (2) The Head of a Division shall: -
- (a) be responsible for the administration of his Division;
 - (b) make recommendation to the Director of Instruction on the welfare of his Division and its relations to other Divisions as well as matters relating to appointments, promotions, grant of leave, etc. ;

- (c) hold meetings of the Divisional Staff for discussing matters relating to budget, development of curriculum and curricular changes;
 - (d) prepare and submit reports of progress as required by the Director of Instruction;
 - (e) act as advisor to students majoring in this Division;
 - (f) attend to other duties as may be required by the concerned Director of Instruction.
- (3) A Professor becoming Head of a Division shall in addition to his salary as Professor be also paid Rs.200/- per month.

29. EXTRAREMUNERATION OF OFFICERS :-

The Board shall decide on the additional work and remuneration of Officers, provided that such additional activity is not deemed by the Board to be detrimental to the best interests of the University.

CHAPTER IV

**EMPLOYEES OF THE UNIVERSITY OTHER THAN OFFICERS
TEACHERS AND SERVICE PERSONNEL**

***30. TEACHERS : THE QUALIFICATION, SELECTION, DUTIES, SALARY AND GRADES OF TEACHERS, SCIENTISTS AND EXTENSION SPECIALISTS, DEPUTY LIBRARIAN, ASSISTANT LIBRARIAN, DOCUMENTALIST :-**

- (1) A Teacher (including Research and Extension workers) shall be appointed by the Vice-Chancellor with the approval of the Board in any of the following grades:
- (a) Professor
 - (b) Associate Professor
 - (c) Assistant Professor
 - (d) Instructor
- (A) In making appointments to the posts of Teachers, reservation of posts to the persons belonging to Scheduled Caste, Scheduled Tribe and other Backward Classes, shall be made to the same extent as determined by the State Government in this regard from time to time.

Note : The classification of Scheduled Caste, Scheduled Tribe and other Backward Classes as done by the State Government from time to time, shall be equally made applicable for purpose of reservation of posts of Teachers in the University. The mechanics and operational procedure to be followed in implementing this reservation shall be as determined by the Board

- (2) Recruitment to teachers in a particular grade and in a particular discipline shall be made against the total number of posts available, pooling together the University sanctioned posts sanctioned under different schemes operated in the University with the assistance of outside agencies. If and when any post under the scheme in the particular cadre get abolished, retrenchment or reversion of personnel shall be done on the basis of "last come first served" keeping the date of joining the post in the cadre as the criteria.
- (3) *The qualification of Teachers, Scientists and Extension Specialists, Deputy Librarian, Assistant Librarian shall be as stipulated by the UGC / ICAR from time to time.
- (4) (a) **The selection committee for these posts shall be as stipulated by the UGC / ICAR from time to time.
- (4-A) Not with standing the above provision the Vice-Chancellor is empowered to appoint temporarily for a period not exceeding one year, only once, persons recommended by a local selection committee constituted by him to any of the posts not above the rank of Assistant Professor in the University, against study leave vacancies or against regular vacancies pending permanent arrangements, to recruit, and appoint persons in the said post as per the procedure laid down in Statutes 30 (1) to (4) and report the matter to the next Board meeting.

However, in the case of appointment of persons of rank of Associate Professors and above, the Board of Regents shall make such emergency appointments for a period not exceeding one year, only once, on the recommendations of a local Selection Committee constituted by the Vice-Chancellor, pending permanent arrangements to recruit and appoint as per the procedure laid down in Statutes 30 (1) to (4).

(4-B) Notwithstanding the above provisions, the Board is empowered in the best interest of the University to :

- (a) appoint a person on contract basis for a total period of three years not exceeding one-year, at a time, against a post of Professor or Associate Professor or Assistant Professor on such term and conditions as the Board may decide for reasons to be recorded in writing.
- (b) appoint a Visiting Professor on a temporary basis for a period of one year on a salary and such service conditions the Board may determine.

(4-C) **“The scheme of the Career Advancement shall be as stipulated by the UGC / ICAR from time to time.”

(4-D) Notwithstanding the above provisions, teachers in the cadre of Instructor also be appointed to the cadre of Assistant Professor through promotion as indicated below:

- (i) ***“Teachers in the cadre of Instructors doing Teaching / Research / Extension work with five years of continuous service in the University with Master’s degree be considered eligible for promotion to the Cadre of Assistant Professor provided the work in Teaching / Research Extension and the confidential reports are satisfactory and evaluated by a Screening Committee constituted by the Vice-Chancellor consisting of three experts in the concerned subjects drawn from outside the University.
- (ii) The Time Bound Promotion Scheme shall be restricted only to the present incumbents of Instructors, Research Assistants and Extension Guides.
- (iii) No posts of Instructors, Research Assistants and Extension Guides shall be created in future and all existing vacant posts shall be abolished.
- (iv) The existing incumbents in the posts of Instructors, Research Assistants and Extension Guide may be permitted to obtain UGC qualifications prescribed for the post of Assistant Professor (Lecturer)
- (v) No additional extra staff be provided in the category of posts from which a person has received promotion to the next higher post consequent on the implementation of the Scheme. The workload should therefore be adjusted suitably without seeking additional posts.
- (vi) A person who is not recommended for promotion by the Screening Committee once, may request for reconsideration of his case for promotion again after one year.
- (vii) As and when Instructors, Research Assistants and Extension Guides are promoted as Assistant Professor under the said Scheme, the posts of Instructors, Research Assistants and Extension Guides shall be abolished. Similarly the posts of Assistant Professors held by these incumbent in Time Bound Advancement under this Scheme shall stand abolished as and when these incumbents vacate the posts due to promotion, recruitment or otherwise.
- (viii) Persons promoted as Assistant Professor (Lecturer) shall not be entitled for further career advancement in University under UGC Scheme unless they acquire UGC qualifications.”

30(5) Duties and responsibilities of teachers (including research and extension workers) shall be as follows:

- (a) conduct teaching or/and research or/and extension work of the highest possible order in his field of special.
- (b) serve the University in any capacity for which he is found suitable in his particular grade and according to assignments made by the Vice-Chancellor to effect a close co-ordination and integration of teaching, research and extension.

(c) undertake responsibilities concerning student welfare activities including hostel management affairs, as per assignments made by the Vice-Chancellor on recommendation of the Directors of Instruction.

(6) *The scale of pay of Teachers, Scientists and Extension Specialists, Deputy Librarian, Assistant Librarian, Documentalists, Incentives and Service conditions shall be as stipulated by the UGC / ICAR from time to time.

Note : The method of recruitment and scale of pay in respect of Deputy Librarian, Assistant Librarian and Documentalist are as per Statutes 30(3) and 30(6) as stipulated by the UGC/ICAR from time to time. The said categories of posts except Librarian existing in the Cadre and Recruitment.

(7) Ordinarily, teachers shall be started on the minimum of the grade. But, the Board may when necessary to meet the best interest of the University give a higher starting salary after recording the reasons therefor.

***"In case of Instructors / Research Assistants / Extension Guides in the University shall be in the pay scale of Rs. 5575-125-5700-150-7200-200-8800-260-10620, with effect from 1-4-1998 and as amended by the State Government from time to time."

(8) No teacher shall be entitled to be in the service of the University after he reaches the age of 60 years. Provided that in respect of a teacher attaining the age of 60, where the date of such age falls on day other than the first day of a month, he shall retire on the afternoon of the last day of that month.

Provided that the Board may, on the recommendations of the Vice-Chancellor extend the term of appointment of any teacher for a period not exceeding two years when such extension is in the best interest of the University and provided further that not more than two such extensions shall be granted.

31. FEES FOR EXTERNAL EXAMINATIONS :-

In view of the interruption of the teaching and research programmes of the teachers and officers of the University, as a result of conducting external examinations in other institutions or Universities, the University as a general policy, shall discourage the acceptance of external examinerships. In exceptional cases, the Vice-Chancellor may grant permission for an officer and / or teacher to conduct such examination and accept the fees therefor, provided that the time taken for such purpose shall be charged to the leave for which the Teacher or officer is eligible.

32. SERVICE PERSONNEL : DUTIES AND SALARY :-

(1) Service personnel shall be appointed on direct recruitment basis or on the basis of promotion based on the recommendation of the committees constituted for the purpose.

Provided that service personnel to such of the category of posts carrying a maximum basic pay of not more than Rs. 950 or corresponding maximum basic pay upto RS.950 as revised from time to time, shall be appointed by the Vice-Chancellor based on the recommendations of a committee constituted by the Vice-Chancellor. A report of such appointments shall be placed before the Board.

Provided further that service personnel up to and including the cadre of Assistants can be appointed by the Vice-Chancellor without referring to the appointing authority, the wife, a son or unmarried daughter of an UAS employee who dies in harness leaving his family in distress and where the family of the deceased employee is in immediate need of assistance on account of his sudden death, there being no other earning member in the family. The persons to be appointed under this shall possess the educational qualifications prescribed for the post. The experience part of the qualification need not be insisted upon. The person so appointed shall be absorbed against regular direct recruitment vacancy if he or she had earlier been

appointed as a supernumerary for which the Vice-Chancellor shall have the power to create a supernumerary position.

- (2) Appointments to such of the categories of posts to be done on the promotion and the procedure to be adopted shall be as determined by the Board and published as Regulations.
- (3) (a) Service personnel to such of the categories to be appointed on direct recruitment basis excepting those coming under clause (1) shall be appointed by the Administrative officer with the approval of the Board.
(b) Qualification for service personnel to be appointed on direct recruitment basis in different categories shall be as determined by the Board and published as Regulations.
- * (c) The selection committee for direct recruitment shall be appointed by the Vice-Chancellor and shall be comprised of not less than five members of which two shall be from among the Officers of the University. One of the five members shall be Director of Social Welfare, Govt. of Karnataka or his nominee not below the rank of Deputy Director. The Vice-Chancellor shall appoint one of the members as Chairman of the Committee. Three members shall constitute the quorum.
- (d) The Selection Committee shall review the applications and after conducting interviews/tests where necessary shall recommend panel of names for the consideration of the Board. The Vice-Chancellor shall place these recommendations before the Board along with his comments, if any. The Board after considering these panels recommended by the Selection Committee shall make the appointments against the available posts and also keep persons from among the panels in waiting list as per the roster groups for future vacancies and such reserve list shall be valid only for a period of two years from the date of the decision of the Board. Notwithstanding the above provision, the Vice-Chancellor is empowered to appoint temporarily for a period of not exceeding one year, persons recommended by a Local Selection Committee constituted by him to any of the category of posts of the cadres carrying pay scales up to and including Rs. 1050-50-1200-601500-75-1950, as revised from time to time, excluding promotional vacancies, pending permanent arrangements to recruit and appoint persons in the said posts as per the procedure prescribed and report the matter to the next Board Meeting for information.
- (4) In making appointments to the position of Service Personnel both by direct recruitment and by promotion, the reservation of posts to the members belonging to Scheduled Caste, Scheduled Tribe and other backward classes shall be made to the same extent as determined by the State Government from time to time in this regard.

Note : The classification of scheduled Caste, Scheduled Tribe and other Backward Classes as done by the State Government from time to time shall be equally made applicable for purposes of reservation of posts of service personnel in the University. The mechanics and operational procedure to be followed in implementing this reservation shall be as determined by the Board.

- (5) Duties and powers of the service personnel shall be determined by the Board and published as Regulations.
- (6) The scales of pay of service personnel shall be as determined by the Board from time to time and published as Regulations.
- (7) Ordinarily all service personnel shall be started on the minimum of the grade, but the Board may, when necessary, to meet the best interest of the University give a higher starting salary on the recommendations of the Selection Committee or after recording the reasons therefor.

- (8) The conditions of service of all the service personnel in different categories shall be determined by the Board and published as Regulations.
- (9) No member of the service personnel shall be entitled to be in the Service of the University after he reaches the age of 60 years.

Provided that in respect of service personnel attaining the age of 60 years, where the date of superannuation falls on a day other than the first day of the month he shall retire on the afternoon of the last day of that month.

CHAPTER IV A

**ASSESSMENT OF SUITABILITY AND COMPULSORY RETIREMENT OF
EMPLOYEES OF THE UNIVERSITY**

- 32(A) (i) Notwithstanding anything contained in any of the Statutes elsewhere, every Officer of the University other than the Chancellor, Pro-Chancellor and Vice-Chancellor; every Teacher and every other employee of the University shall be every year subject to assessment of his suitability after completing 55 years of age or 25 years qualifying service by the Committee constituted by the Vice-Chancellor of the University from time to time.
- (ii) The Committee constituted by the Vice-Chancellor for assessment of the suitability, of an employee of the University as stated in clause (i) above, shall consist of the Vice-Chancellor as Chairman and not less than 2 other members out of which one shall be the Secretary to the Government of Karnataka, who is also a member of the Board of Regents of the University, and another being an outside expert who is not connected with the University.
- (B) Notwithstanding anything contained in any of the Statutes elsewhere, the University may by an order retire any employee of the University except the Vice-Chancellor of the University, after he completes 25 years of qualifying service, or on his attaining 55 years age, if such retirement is considered necessary in the public interest, provided that such an employee is given 3 month's notice on that behalf before the date he is required to retire, or 3 months salary in lieu of such notice.

Note : (1) This retirement as provided in this Statute shall be ordered by the Board of Regents of the University.

(2) 'Salary' for the purpose of this Statute will include special pay, Dearness allowance, house rent allowance, city compensatory allowance, uniform allowance deputation allowance and any other allowance except conveyance and fixed travelling allowance.

- (C) In respect of transferred employees from State Government and who have not been appointed to University posts, Rule 285 in the KCSRs will mutatis-mutandis be made applicable to them.

CHAPTER V

PROVIDENT FUND, GRATUITY AND FAMILY BENEFIT FUND

33. DEFINITIONS :–

In this chapter, unless the context otherwise requires:

- (a) ***“Salary”** means monthly salary and includes “Emoluments” as defined by the Government from time to time for the purpose of calculation of pension and DCRG.”
- (b) **“Servant”** means a whole time officer, teacher or service personnel of the University excluding persons or casual Labourers drawing salary or wages less than Rs.60 each per month, but including other persons authorised to receive, keep, carry or spend on behalf of the University and also those whose services have been placed at the disposal of the University by the Government.
- (c) **“Subscriber”** means a servant on whose behalf a deposit is made under these Statutes.
- (d) **“Savings Bank”** means savings bank account of the University of Agricultural Sciences opened at the State Bank of India for purposes of initially crediting the monthly provident fund subscriptions deducted from the employee’s salary and contribution of the University share.
- (e) **“Interest”** means the interest which is paid at 4 per cent or such other percentage as may be determined by the Board from time to time and credited to the account of the subscriber. The total amount of interest payable shall be rounded to the nearest rupee (50 paise and above counting as the next higher rupee).
- (f) **“Dependent”** means any of the following relations of a deceased subscriber to a Provident Fund, namely a wife, husband, parent, child, minor brother, unmarried sister, deceased sons widow and child and where no parent of the Subscriber is alive, a paternal grand parent.

34. SUBSCRIPTIONS TO PROVIDENT FUND : BY SUBSCRIBER AND UNIVERSITY

- (1) A servant of the University other than those transferred under Section 7(5) of the Act or deputed by Government with deputation allowance shall subscribe to the Provident Fund at the rate of 10 percent of his salary for which an account shall be opened at the Savings Bank provided that an employee. of the University transferred from Government under Section 7(5) of the Act shall be eligible for the benefits of the contributory Provident Fund if he chooses to come under the scheme after superannuation when his service no longer count for pension from Government under Section 32 (2) of the Act. He may raise his subscription to the Provident Fund up to seventeen per cent of his salary either permanently or for a specified period of not less than six months. Subscriptions by a servant when on leave on less than full pay shall be based on full pay. A deduction shall be made by the University upon every salary bill presented. In the calculation of this deduction, fraction of a rupee shall be disregarded.
- (2) The University shall make a contribution at the rate of 10 per cent of salary in the case of every subscriber.

Note : This modification will be effective from April, 1967.

- (3)(a) (i) The amount deducted in accordance with Clause (1), together with the contribution by the University shall be deposited in the Savings Bank. The deposit in respect of the monthly contributions shall, so far as

possible be made into Bank within four days of the receipt of the money in order that interest may accrue. For the purpose of this Rule, the date of credit shall be deemed to be the first day of the month in which it is credited. The Comptroller, UAS shall maintain an individual account for each subscriber to the Provident Fund.

- (ii) *Advance may be given from out of the Provident Fund/Pension Fund to the University employees who voluntarily apply for such loans out of the University Provident Fund/Pension Fund for specific purpose of purchase of site / house building / house purchase / house repair and conveyance advance.

On these advances interest at 1% above the interest payment by the University to the provident fund subscriber shall be charged.

The University should get the insurance coverage from the loanee to cover the outstanding advance and interest as additional security.

The rules relating to the grant of these advances shall be as prescribed in the regulations made for this purpose. In respect of recoveries, the procedure of recovering in the equated monthly instalments of both principal and interest together is adopted.

The interest payable on such loans obtained from provident fund shall be computed on monthly basis and shall be payable along with the monthly instalment of recovery towards the principal. The above amendment shall come into effect from 1st March, 1993.

- (b) *“Any cash balance of the above fund in excess of Rs. 10.00 lakhs shall be invested in any Nationalised Banks, Government Securities, Post Office, Unit Trust of India, National Savings Certificate, Securities mentioned or referred to in Clause (a) to (d) of section 20 of the Indian Trusts Act of 1882, as approved by the Vice-Chancellor from time to time”.
- (c) The interest received by the University on the sums so invested shall be added to the amount standing to the credit of the fund.
- (d) Interest at 7.5 per cent per annum will be credited yearly on the 31st of March on the amount of subscriptions and on the amount of the University contributions standing to the credit of a subscriber subject to right of the Board to revise the rate of interest from time to time. However, interest on the employee’s subscriptions as well as University contributions may be credited to the individual account after the 31st day of March in the event of a claim arising for payment on account of subscriber ceasing to be in the service of the University.
- (e) Interest .at the rate specified in (d) above, will be calculated on product basis on monthly balances in respect of subscriptions and refunds of withdrawals.
- (f) All interest earned on investments in a year over and above that which is payable to the subscribers for the year shall, together with the interest on contributions forfeited, if any, under Rule 37 and discounts on investments if any and other miscellaneous receipts be credited to “Interest equalisation Fund” under the Provident Fund Account. The “Interest equalisation Fund” shall be utilised towards payment of premiums towards ‘Group Insurance Scheme’ or any other scheme that might be approved by the Board for the general benefit of the subscribers to the Provident Fund.
- (g) If in a particular year the interest earned on investments is less than the amount payable to the subscribers, the difference shall be debited to the Head ‘Interest equalisation Fund’ under Provident Fund Account.
- (h) In case the difference referred to in sub-clause (g) above is not covered by the balance under this head, the Board shall revise the rate of interest.

35. DELETED :-

36. PAYMENT OF PREMIA OF LIFE INSURANCE OUT OF PROVIDENT FUND :-

The Comptroller may, under such conditions as may be laid down by him with the approval of the Vice-Chancellor, permit the payment of premia on life insurance policy or policies on the life of the Subscriber out of his personal subscription to the Provident Fund Account. The amount to be deposited in the Post Office in the Provident Fund account of the Subscriber shall be reduced to the extent of such premium.

37. WITHDRAWALS FROM PROVIDENT FUND :-

- (1) Withdrawals from the Provident Fund shall be permitted when a Subscriber's service in the University comes to an end by his retirement, resignation, death, or otherwise. Provided that-
 - (a) an employee whose service with the University has been terminated on the ground of gross misconduct, he shall not be entitled to receive the amount of the contribution made by the University on his behalf and the interest thereon.
 - (b) an employee shall not be entitled to receive the amount contributed by the University on his behalf and the interest thereon, if he quits the service of the University in less than 12 months from the date he has been allowed to subscribe to the Provident Fund.
- (2) Any contribution and interest thereon retained under this Statute shall belong to the University and shall be credited to the University account.
- (3) Partial final withdrawal from the provident fund balances at the credit of the subscribers may also be permitted for the following purpose on the following terms and conditions:
 - (a) For building, acquisition, reconstruction or redemption of one's house;
 - (b) For the purchase of a house site;
 - (c) For meeting the cost of technical education, either for self or to the dependent
 - (d) For meeting expenditure on marriage purpose, for the marriage of subscriber's daughter or son and also for marriage of his sister who is actually depending on him.

The withdrawals towards the above purposes will be admissible to the employees at any time not earlier than ten years before attaining the age of retirement or when they have completed fifteen years of total service (including broken period of service, if any) whichever is earlier.

The amount of withdrawal admissible under this rule is 50 per cent of the amount of subscription and interest thereon standing to the credit of subscriber. The sanctioning authority should satisfy and ensure the correctness of the purpose for which it has been applied for and whether it has been properly utilised.

38. PROVIDENT FUND LOANS TO SUBSCRIBER : CONDITIONS OF LOAN AND REPAYMENT :-

- (1) A subscriber may borrow from his provident fund under the following conditions:
 - (a) In the case of severe illness of the subscriber or a family members, purchase of land for his house, erection and/or repair to his house; to pay obligatory expenses on a scale appropriate to the applicants Statutes in connection with marriage, funeral or ceremonies which by his religion it is incumbent on him perform, to pay for medical, engineering and other technical or specialised courses in India beyond the high school stage of the applicant or any person actually dependent on him provided that the course of study is not less than three years.

- (b) The amount borrowed shall not exceed six months salary of the subscriber or 80 per cent of the amount of subscription and interest thereon standing to the credit of the subscriber whichever is less. The amount borrowed shall be evenly divisible by 40.
- (2) The amount borrowed under clause (1)(a) above shall be repaid to the Provident Fund in 24 equal monthly instalments, provided that the subscriber may repay two or more instalments at the same time. The repayments shall start with the first full month's salary after the loan was made. Repayments shall be made by compulsory deductions from salary, and shall be in addition to the regular subscription payments.
- (3) The interest payable by the subscriber on loan from the provident fund shall be at such rates as may be determined by the Board.
- (4) The individual Government Provident Fund Accounts shall be maintained in the University of Agricultural Sciences with effect from 1-7-77 in respect of Government Provident Fund Accounts transferred to the University of Agricultural Sciences by the Accountant General. All permanent University employees may also voluntarily subscribe to this fund on request in writing. Regarding the rules to the mode of subscription, calculation of interest, sanction of advance such as temporary, partial final and final withdrawals, the provisions contained in the Karnataka Government Provident Fund Rules 1957 and amendments issued from time to time shall apply. Wherever the words "Government" and "Accountant General" appears in the relevant rules the words "University" and "Comptroller" will have to be substituted respectively.

As regards Government Provident Fund accounting and maintenance of Bank Accounts and investments, the procedure laid down for University Provident Fund in Statute 34(3) (b) may be followed.

39. NOMINATION OF BENEFICIARY, FREEDOM FROM LIABILITY :—

- (1) A subscriber shall file in the Office of the-Comptroller, a declaration in a Form approved by the Comptroller, showing how he wishes the amount of his accumulation in the Fund to be disposed off in the event of his death or becoming insane. If the subscriber has dependent(s) he shall not permitted to nominate a non-dependent. the subscriber may, from time to time, change his nominee(s) by a written notice, duly witnessed, to the Comptroller. A register of such nominee(s) shall be kept in the University Office under the custody of the Comptroller.
- (2) Any sum, standing to the credit of a subscriber to the Fund at the time of his death and payable to a dependent or a nominated beneficiary of the subscriber or to such other person as may be declared by law, shall be subject to deductions to satisfy debts to the University, but shall not be attached because of any other debt or liability incurred by the dependent or beneficiary before the death of the subscriber.

40. GRATUITY FOR EMPLOYEES IN LOW SALARY SCALE :—

An employee of the University, whose maximum salary is Rs. 60.00 or less per month and who is not entitled to the benefits of the University provident Fund may be granted a gratuity on the following scale and subject to the following conditions:

- (a) A gratuity, for each completed year of approved service with the University, shall be paid to an employee when he leaves the service of the University, provided he has been permitted by the Board to retire from the service of the University on account of his incapacity to continue in its service or because his services are no longer required by the University, as follows:

- (i) Tenth to nineteenth year, one month's salary.
 - (ii) Twentieth and more years, one and a half month's salary.
- (b) Should the employee die while in the service of the University, the amount due to him shall be paid to his family. The expression 'family' means a person(s) who, in the opinion of the Board, depend on the employee at the time of his death. The decision of the Board in this matter shall be final.
- (c) No gratuity shall be paid to an employee (or his dependent.)
- (i) who has not served the University for at least ten years, or
 - (ii) who leaves the service of the University without the permission or order of the board.

***40(A) UAS EMPLOYEES FAMILY BENEFIT FUND :-**

The fund for the benefit of the UAS Employees called "UAS Employees' Family Fund" shall be established effective from a date duly approved by the Board. The terms and conditions for the operation of this fund shall be notified by the Comptroller with the approval of the Vice-Chancellor.

***40(B) ACCOUNTS OF FAMILY BENEFIT FUND BALANCES :-**

Contribution of employees to UAS Employees Family Benefit Fund Scheme shall cease from the date they came over to the scheme cited at 40(C) below and the balance available in the fund shall continue in the said fund and shall carry the interest at 6 2/3% p.a. The amount, together with the interest thereon shall be payable to the employees on their retirement or to the personnel who would have been entitled to receive under the Family Benefit Fund Rules.

***40(C) GROUP INSURANCE SCHEME FOR EMPLOYEES OF THE UAS, BANGALORE :-**

In view of the Cessation of the Family Benefit Fund cited at 40(B) the Scheme named "Group Savings linked Insurance Scheme" for the benefit of employees shall be established and operated by the Life Insurance Corporation of India Authorities through the University. The terms and conditions of the scheme shall be as agreed to between the LIC of India and Vice-Chancellor.

CHAPTER VI

ACADEMIC PROGRAMMES, ADMISSIONS, PERFORMANCE

A. ORGANISATION OF TEACHING

41. ACADEMIC PROGRAMMES - DEFINITIONS :-

The terms used herein with respect of academic programmes of the University shall have meaning, as follows :

- (a) *Academic Year* - A twelve-month period during which a cycle of work is completed.
- (b) *Trimester* - A fourteen weeks period, there being three such periods in an Academic year.
- (bb) *Semester* - The Semester shall consist of 21 weeks.
- (c) *Curriculum* - A series of courses designed to provide learning opportunities to meet the requirements for a degree.
- (d) *Course* - A unit of instruction or segment of subject matter as prescribed by Adademic Council from time to time to be covered in Trimester or Semester.
- (e) *Course Outline* - A short description of the subject matter of a course, carefully correlated with other course outline to avoid undersirable omission and / or duplication of subject matter in a particular curriculum.
- (f) *Course Credit* - The measure of quantity of work done in a course. It represents one hour of lecture or recitation work (Plus two hours of outside preparation) per week or three hours of laboratory or field work per week through a Trimester or a Semester.
- (g) *Hours of Effort* - Approximately fifty minutes devoted to class, library, laboratory, field or home work. Two hours of library and / or home work shall be expected for each hours of class work.
- (h) **Course Load* - Refers to number of credit hours a student could register in a trimester or semester as the case may be. Normally a student shall register for a minimum of 12 credits and a maximum of 18 credits, except in case of implant training / inter-ship / special circumstances where the Maximum credits would be 20.
- (i) **Grade Point of a Course* - A measure of quality of work done to meet the requirements of a course in a trimester or a semester as the case may be.

Under Trimester System :

<i>Letter Grade</i>	<i>Grade Value</i>
A	4
B	3
C	2
D	1
F	0

Under Semester System Description of Performance

<i>Grade Point</i>	<i>Percent</i>
9.00 to 10.00	90 to 100
8.00 to 8.90	80 to 89.99
7.00 to 7.90	70 to 79.99

- ***(j) Course Credit Point** - A course credit point is a product of course credit and grade point accrued by a student in a course, which shall be expressed upto to first decimal place.
- ***(k) Grade Point Average (GPA)** - It is a measure of quality of work done in a semester or trimester as the case may be. It is a quotient of the total course credit points secured by a student in various courses registered divided by the total course credits during that semeste or trimester, corrected to the first decimal place.
- (l) Cumulative Grade Point Average (CGPA)** - Measures overall performance of the student in all the courses taken during a period covering all the preceeding semesters or trimesters as the case may be and is computed by dividing the total course credit points earned by a student in all the courses taken by him from the beginning of the first semester or trimester as the case may be by total number of credits completed up to the end of a specified semester or trimester, is to be corrected to the second decimal place.
- ***(m) Overall Grade Point Average (OGPA)** - It is the overall performance of a student on completion of the degree programme and computed by dividing the total number of course credit points secured by a student over the semester or the trimesters by the total number of credits. It shall be rounded off to the second decimal place.

42. BASIC CURRICULA :—

The basic curricula for the various Bachelor degrees of the University with provision for a major in certain subject matter fields, provided the course offerings, facilities and staff are adequate, together with a stipulation as to the number of course credits required in each major field shall be as determined by the Academic Council. Provided that tha Basic Curricula for the B.V.Sc. degree will not contain any major field of specialisation.

43. UNIVERSITY CALENDAR : ACADEMIC YEAR, TRIMESTER, CATALOGUE :—

- (1) The Academic Year shall start approximately on July 1 or on such other date as may be recommended by the Council, and published in the University catalogue.
- (2) The University shall publish as frequently as may be deemed desirable or necessary, a catalogue containing, but not limited to such matters as :
 - (a) The Academic Calendar;
 - (b) A historical sketch of the University;
 - (c) Outline of the organisation of the University including housing, classroom, laboratory and field experimentation facilities;

- (d) Qualifications of and maximum number of students which may be admitted to the various colleges during each year;
- (e) Fees to be charged for registration, tuition, laboratories, student affairs, hostels, medical service, extra curricular activities etc.;
- (f) Scholarships, student loans and other sources from which student may meet their financial needs ;
- (g) Degrees, diplomas, medals, etc., awarded by the University and the requirements therefor ;
- (h) Basic curricula ;
- (i) List of courses offered in each faculty during each Trimester / Semester, indicating the contents, course credit, prerequisites, etc., for each course;
- (j) Requirements for students to maintain satisfactory standing in courses and the University conditions of probation and causes for dismissal;
- (k) Hostel Regulations;
- (l) The roster of administrative and faculty personal;
- (m) Any other information deemed essential or desirable.

B. STUDENT ADMISSIONS, PERFORMANCE ETC. :-

44. QUALIFICATION FOR STUDENTS ADMISSION :-

- (1) The minimum academic attainment for admission to a faculty of the University shall be recommended by the Council and shall not be below a pass in the Higher Secondary School.
- (2) In addition to the prescribed academic attainments, a candidate for admission to the University shall possess good moral habits and such other personal and physical prerequisites as may be determined by the Director of Student Welfare (with the aid of a committee to be nominated by the Vice-Chancellor).
- (3) A candidate who has been found to be qualified for admission to the University shall be notified of his admission by the Registrar.

45. CREDIT FOR PREVIOUS STUDIES AND EXPERIENCES FOR ADVANCE STANDING :-

- (1) All enrolled students may be granted course credit(s) for academic attainment procured outside the University subject to the approval of the Admissions committee on the following conditions :
 - (a) Satisfactory completion of similar course in another University which has reciprocity standing with the University; and/or
 - (b) The student demonstrates, by a comprehensive examination given by the appropriate Faculty, that the earned Grade B or above in the subject covered by a course(s) in the curriculum for the degree. Any such credit granted to an enrolled student shall be entered on the records of the student as Approved Transfer Credit(s) for a specific course or courses.

46. EVALUATION OF STUDENT PERFORMANCE :-

The Course Grade earned, by an enrolled student shall be determined by the Teacher who is incharge of and conduct the course. In accordance with Regulations proposed by the Board of Studies and approved by the council, consideration shall be given by the Teachers to (a) daily class performance, (b) interim examination (c) terminal examination, and (d) other factors specified in the Regulations.

47. STUDENT PROBATION, DISMISSAL :-

The Regulations and procedures governing Student probation and dismissal shall be drawn by an appropriate committee to be appointed by the Vice-Chancellor and the recommendations shall be approved by the Academic Council.

48. EXTRACURRICULAR ACTIVITIES OF STUDENTS :-

- (1) Any enrolled student shall not be permitted to participate in University's extra curricular activities when such activities interfere with satisfactory performance of his studies as recommended by the Teacher and approved by the Director of Student Welfare.
- (2) An enrolled student shall not engage in work for the University or outside the University for or without compensation, when such work is found by the Director of Student Welfare to interfere seriously with the quality of the students classwork.

C. SCHOLARSHIP AND LOAN FUNDS : STUDENT FEE

49. SCHOLARSHIP AND STUDENTS LOAN FUNDS :-

- (1) The University shall establish and maintain scholarship funds utilising either the grants already available and to be made available for the purpose from different agencies or a portion of the money available under General Funds with the prior approval of the Board and from these amounts, grants may be made to enrolled student (a) to assist him in meeting his expenses while attending the University and/or (b) to award him for outstanding performance in the University. In accordance with the requirements of donor (s) if any, the Council shall make Regulations governing the operations of the University scholarship fund. The award of scholarship and free studentship for the students enrolled in the various colleges of the University shall be made by a committee consisting of the following members: ~

- | | |
|--|-------------|
| 1. Dean | - Chairman |
| 2. Director of Instruction of Constituent colleges | - Member |
| 3. Director of Student Welfare | - Member |
| 4. Registrar | - Secretary |

The administration of this fund shall be done by a committee with the Dean as Chairman and with the Registrar and Comptroller as members.

- (2) University shall establish a Student Loan Fund, utilising either the grants already available and to be made available for the purpose from different agencies or a portion of the money available under General Funds with the prior approval of the Board. From this loan fund, money may be loaned to an enrolled student when such assistance is needed to help him meet the costs of attending the University. The council shall make Regulations governing the operation of the University Student Loan Fund. The Comptroller shall grant the loans in accordance with the Regulations. The administration of this fund shall be done by a committee with the Dean as Chairman and with the Registrar and Comptroller as members.

50. STUDENT FEES : REGISTRATION, TUITION, LABORATORY, OTHERS:-

- (1) At the time of registration in each trimester, an enrolled student shall pay a registration fee as determined by the Board. Registration for the trimester/semester ,shall not be complete until the fee is paid, except as under clause (4) below, and such fee shall not be refunded once the student is registered for courses in the University,

- (2) At the time of being admitted to a course in the University. An enrolled student, shall pay tuition, course and laboratory fees as fixed by the Board for various courses. Attendance in classes shall not be permitted until the fee has been paid except under Clause (4) below and such fee shall not be refunded except in accordance with rules established by the council with respect to transfer or withdrawals from courses.
- (3) In accordance with Regulations made by the Board, the University may require an enrolled student to pay special fees with respect to the use of libraries and other University facilities.
- (4) The Board may make Regulations with respect to exempting indigent persons from the payment of fees as prescribed in clause (1) (2) and (3) above. Further more on the recommendation of the council, the Board may make Regulations regarding exemption from fee for other enrolled students when such exemption is deemed to be in the best interests of the University.

CHAPTER VII

UNIVERSITY DEGREES, DIPLOMAS, AWARDS, DISTINCTIONS

51. BACHELORS DEGREES : KINDS, REQUIREMENTS, DISTINCTIONS :-

- (1) The University shall when so approved by the Board, grant to an enrolled student who has met the academic requirements of the University a Bachelors Degree as follows:
- Bachelor of Science in Agriculture (B.Sc., Agri.);
 - Bachelor of Veterinary Sciences and Animal Husbandry; (B.V.Sc. and A.H.) ;
 - Bachelor of Technology in Agricultural Engineering (B.Tech., Ag.Engg.) ;
 - Bachelor of Fishery Science (B.F.Sc.);
 - Bachelor of Science in Horticulture (B.Sc., Hort.) ;
 - Bachelor of Science in Agriculture Marketing and Co-operation ; (B.Sc., Agricultural Marketing and Co-operation) ;
 - Bachelor of Science in Forestry (B.Sc., Forestry) ;
 - Bachelor of Technology in Dairy Technology (B.Tech., Dairy Technology) ;
 - Bachelor of Science in Sericulture (B.Sc., Sericulture).
- (2) *”An enrolled students, in order to earn a Bachelor degree, shall creditably have completed in the University or acquired by transfer the prescribed number of credits and shall have earned an overall grade point average as applicable to the specific grade under semester system”.

	<i>Degree</i>	<i>No. of Credit Hrs.</i>	<i>OGPA</i>
(a)	B.Sc. (Agri.)	145	7.00/10.00
	B.Sc. (Hort.)	145	7.00/10.00
	B.F.Sc.	145	7.00/10.00
	B.Sc. (Seri.)	145	7.00/10.00
	B.Sc. (Agri Maco.)	145	7.00/10.00
	B.Sc. (Forestry)	145	7.00/10.00
	B.Tech. (D.Tech)	145	7.00/10.00
	B.Tech. (Ag. Engg.)	145	7.00/10.00
(b)	B.V.Sc. and A.H.	172	7.00/10.00

In addition to the above, the student shall in the judgement of the Faculty, possess good moral habits and a high sense of honesty.

- (3) A Bachelor’s degree shall require the completion of a curriculum of courses developed by the Board of Studies and approved by the council.
- (a) The, curricula of all Bachelor’s degree except the B.V.Sc. and A.H., B.Tech (Ag. Engg.) and B.Tech. (Dairy Technology) shall include courses in (1) Basic Science and Humanities, (2) concerned Basic

Agricultural Sciences, (3) Courses in closely related fields, (4) Courses in a major field of specialisation and (5) Electives, all of which provide opportunities for a student to gain basic and able knowledge to make him capable of dealing reasonably well with all facets of agriculture and rural life and especially with the particular activities for which he has taken special courses.

- (b) The curriculum for the B.V.Sc. and A.H. degree shall include courses in (1) Basic Sciences and Humanities, (2) concerned Basic Veterinary Sciences, and (3) Courses in closely related fields, which would provide opportunities for the student to gain basic and applied knowledge to make him capable of dealing reasonably well with all facets of Veterinary Science.
 - (c) The curriculum for B.Tech. (Ag. Engg.) degree shall include courses in (1) Basic Sciences and Humanities, (2) Concerned Basic Engineering Sciences, (3) Agricultural Engineering Sciences, (4) Closely related fields, and (5) Electives, which could provide opportunities for the student to gain basic and applied knowledge to make him capable of dealing reasonably well with all facets of Agricultural Engineering.
 - (d) The Curriculum for B. Sc. (Forestry) degree shall include courses in (1) Basic Sciences and Humanities, (2) Agricultural Science, and (3) Forestry Science, which would provide opportunities for the student to gain basic and applied knowledge to make him capable of dealing reasonably well with all facets of Forestry Science.
 - (e) The curriculum for B.Tech (Dairy Technology) degree shall include courses in (1) Basic Sciences and Humanities, (2) Basic Dairy Sciences, and (3) closely related fields, which would provide opportunities for the student to gain basic and applied knowledge to make him capable of dealing reasonably well with all facets of Dairy Science.
 - (f) The Curriculum for B.Sc. (Sericulture) degree shall include courses in (1) Basic Sciences and Humanities, (2) Sericulture, (3) Closely related fields, (4) Major field of specialisation and (5) Electives which would provide opportunity for the student to gain basic and applied knowledge to make him capable of dealing reasonably well with all facets of Sericulture.
- (4) An enrolled student, who has met the requirements of the University for a particular degree in a superior manner as determined by his credit-grade average, shall be awarded his degree with such academic distinction as may be recommended by the council.

52. ADVANCED DEGREES : KINDS AND REQUIREMENTS :—

- (1) The University may, when so recommended by the Council and approved by the Board, offer such postgraduate instruction and research training as will qualify students for the following degrees :
- (a) Master of Science (Agriculture)
 - (b) Master of Veterinary Science
 - (c) Master of Science (Animal Husbandry)
 - (d) Master of Home Science (M.H.Sc.)
 - (e) Master of Science (Agriculture Engineering)
 - (f) Master of Science (Horticulture)
 - (g) Master of Science (Dairy Science)
 - (h) Master of Fishery Science

- (i) Master of Science (Agricultural Economics)
- (j) Master of Science (Poultry Science)
- (k) Master of Science (Agriculture Statistics)
- (l) Master of Science (Agriculture Bio-Chemistry)
- (m) Master of Science (Agricultural Extension)
- (n) Master of Science (Agricultural Microbiology)
- (o) Master of Science (Food and Nutrition)
- (p) Master of Science (Sericulture)
- (q) Master of Science (Agril. Marketing co-operation.)

In accordance with details developed by the concerned Board of Studies and approved by the Council, a student shall have completed in a creditable manner in the University at least 64 credits applicable to the particular degree inclusive of the credits which will be allotted for the thesis submitted by the students in completion of research project conducted either in the University or any of the Institutions recognised for the purpose by the Academic Council.

Provided that not less than 12 credits shall be allotted for completing the research on thesis work. In addition, the student shall have satisfactorily passed on oral examination covering his thesis and postgraduate work.

- (2) The University shall have authority to offer postgraduate instruction and research training leading to the Degree of Doctor of Philosophy at such future time when adequate staff and facilities become available as determined by the Council and approved by the Board.

In accordance with the detail set out by the Board of Studies and approved by the Council a student shall have completed in a creditable manner in the University or acquired by approved transfer at least 144 credits beyond the Bachelor degree inclusive of credits allowed for a comprehensive research project, conducted either in the University or in an Institution recognised for the purpose by the Academic Council and submitted as an acceptable thesis, to meet the requirements of the degree of Doctor of Philosophy.

Provided that not less than 45 credits shall be allotted for completing the research on thesis work.

In addition, a student shall also have demonstrated in a conclusive manner, as decided by the examination body of the Faculty, that he possesses outstanding competency in the field of specialisation.

53. HONORARY DEGREE :—

As a matter of policy the University shall be conservative in the matter of granting honorary degrees. They shall be awarded only to persons who have distinguished themselves in the fields of agricultural education or research or have rendered outstanding service to Indian agriculture. No honorary degree shall be conferred unless the proposal shall have received a four-fifths majority vote in both the Council and the Board. Such degrees shall not be conferred unless the candidate is present and receives the same at a public University Convocation.

54. DIPLOMAS, CERTIFICATES, MEDALS :-

In accordance with Regulations promulgated by the Council, the Vice-Chancellor may award to enrolled students and to other persons who complete non-degree work sponsored by the University, appropriate diplomas, certificates, medals, etc., as deemed by the Council and Vice-Chancellor to be in the best interest of the University.

55. WITHDRAWALS OF DEGREE, DIPLOMAS, ETC., :-

The Board may, on the recommendation of the Council, by resolution passed with the concurrence of not less than two-thirds of the Board members, after providing an opportunity for the concerned person to explain his action or to be heard in person, withdraw a degree, diploma, certificate, or other academic distinction conferred by the University provided that the withdrawal of an honorary degree shall be with the concurrence of the Chancellor.

CHAPTER VIII

ASSOCIATIONS RELATED TO THE UNIVERSITY

56. STUDENT ASSOCIATION :-

There may exist within, but not as an official authority of the University, an organisation of the student body to be known as the Student Association. Enrolled students may, under the guidance of the , Director of Student Welfare, prepare a Constitution and Bylaws for a Student Association and submit such proposal through the Director of Student Welfare to the Council. If approved by the Council, the students may adopt such Constitution and Bylaws and carry out the responsibilities and functions prescribed therein. Amendments of a substantive nature, as determined by the Vice Chancellor shall be considered by the Council in the same manner. The Council, a two-thirds majority of members, may recommend to the Board the dissolution of the Student Association when ,such action is deemed to be in the interests of the University.

57. ALUMNI ASSOCIATION :-

There may exist within, but not as an official authority of the University, an organization to be known as the Karnataka Agricultural University Alumni Association. University degree holders and former students who have spent not less than one year in training in the University shall establish such an Association as under Statute 56 above under the guidance of the Vice-Chancellor. Active membership in the Association shall be automatic for all graduates and all former students who had spent not less than a year in the University.

The purpose of the Alumni Association shall be to encourage the university in its various activities, to assist in promoting its growth, and to help strengthen the University's capacity to render effective service to the agriculture of State of Karnataka and to the Nation.

It shall also be the duty of the Association to propose a panel of five names of registered graduates of not less than five years standing of the University for membership on the Board. Such panel shall be the basis for the nomination by the State Government one person to the Board as laid down under Section 25 (2) (B) (iii).

CHAPTER IX

STAFF HOUSING, STUDENT HOSTELS AND OTHER ACCOMMODATION

58. EMPLOYEES HOUSING AND OTHER ACCOMMODATIONS :—

- (1) *“The University may procure, construct, own, maintain, and use houses for University employees as determined by the Board to be desirable for the proper functioning of the University. The Board of Regents shall make Regulations for the proper administration of staff housing matters”.
- (2) As recommended by the aforesaid Committee the Board may be provided and operate for employees of the University health, recreational and other facilities when such are deemed by the Board to be desirable for the proper functioning of the University. Any such facilities shall be administered as provided in Regulations prepared and adopted by the aforesaid committee.

59. STUDENTS QUARTERS, CAFETERIAS AND OTHER ACCOMMODATION :—

- (1) An enrolled student of the University shall live in (a) his own home or the home of his parents, (b) in a University Hostel, or (c) an approved accommodation for students. Regulations on this subject shall be drawn and adopted by a Committee appointed by the Vice Chancellor, and the Regulations shall be administered by the Director of Student Welfare.
- (2) The University shall provide and operate for, enrolled students of the University such cafeterias, health, recreational, shopping, and other facilities as may be deemed by the Board to be in the best interests of the University. Regulations on the subject shall be prepared and adopted jointly by the aforesaid committee and Council, and shall provide for participation by the Student Association. The Regulations shall be administered by the Director of Student Welfare and/or by such other person(s) as he may designate with the approval of the Vice Chancellor.

60. UNIVERSITY HOSTELS :—

- (1) The University shall provide and operate, as deemed by the Board to be in the best interests of the University, Student Hostels, and other housing facilities for enrolled students of the University.
- (2) An enrolled student who occupies a hostel or other housing facility of the University shall pay to the University a hostel fee in an amount and in a manner as shall be prescribed by the Board. The cost of meals matters related thereto shall not be covered by the hostel fee, but shall be handled separately.
- (3) Regulations on hostel management and the conduct of student occupants shall be prepared by a committee appointed by the Vice-Chancellor from among the members of the Council and Student Association and such Regulations shall be administered by the Director of Student Welfare. The Regulations shall provide for participation of enrolled students in the management of hostels occupied by them, as is consistent with good management of a University facility.

CHAPTER X

CONVOCATIONS AND OTHER IMPORTANT UNIVERSITY EVENTS

61. CONVOCATIONS AND OTHER EVENTS :-

There shall be convocation held by the University for the conferment of degrees. The date and place of convocation and other important events of the University shall be recommended by the Vice-Chancellor for the approval of the Board. The Vice-Chancellor in consultation with officers of the University shall arrange for the details of the programme including the invited for the event.

CHAPTER X-A

REGISTRATION OF GRADUATES

- A (1) **Registration of Graduates** : The Registrar shall maintain a Register of Registered Graduates in the form determined by the Board for the purpose.
- (2) **Eligibility for Registration** : All graduates of the University who have completed five years after graduation shall be eligible for Registration as a Registered Graduate of the University.
- Explanation** : For purpose of this clause, the date of convocation on which a person is admitted to the degree either in person or in absentia shall be deemed the date of graduation.
- (3) **Procedure and fee** : Any person who wishes to register himself as a Registered Graduate of the University shall apply in the prescribed form to the Registrar and pay a fee of Rs. 5 that will entitle him to have his name entered in the Register and retained in the Register for life.
- (4) **Annual Revision** : The Register of Registered Graduates shall be revised and corrected only on the first day of January of each year. Applications for revision or correction shall reach the Registrar not later than the 10th day of December proceeding that year.
- (5) Any graduate, whose name is on the Register shall be entitled to inspect it during office hours on application to the Registrar and shall be entitled on payment of Rs. 5 to have a copy of it. The University reserves to itself the right of reprinting the list. Supplemental list of such graduate shall be supplied to any graduate who makes a request for it in writing to the Registrar, provided he had previously purchased the latest printed copy of the original list of Registered Graduates of the University.
- (6) **Procedure for removal of names deceased**
- (a) If the Vice-Chancellor on enquiry is satisfied that a graduate on the list is deceased, he shall give it such publicity and in such manner as he decides and after a lapse of three months from such publicity remove the name of such deceased graduate from the list.
- (b) If, at any time, after registration as a Registered Graduate, any person for any reason is deprived in any manner of his degree or degrees which entitled him to registration as such he shall cease to be a Registered Graduate to the University from that time and his name shall be removed from the Register.

PRESCRIBED FORM

1. Name in full (as entered in Diploma) :
2. Father's Name :
3. Race (Nation, Tribe, etc.,)
4. i) Place of Birth and : (I)
ii) Whether he / she is from Karnataka by birth or domicile : (ii)
5. Degree or Degrees taken :

Year of passing degree
Examination with Register/
ID No.

Year or years of
convocation at which
the degree/s were taken with date

6. Present Occupation and Address :
7. Permanent Postal Address :
8. Whether prescribed fee of Rs. 5 has been credited to :
University funds (the challan or receipt to be enclosed)

Signature of the Applicant

CHAPTER XI

PENSION, GRATUITY AND FAMILY PENSION FUND

- *62. These Statutes are applicable to the whole time employees of the University of Agricultural Sciences, who are paid out of the University Funds and employed under the Statutes; they will come into effect from July 1st 1981. These statutes are not applicable to the employees employed on or after implementation of New Defined Contributory Pension Scheme i.e., 1-4-2006.
- (a) These Statutes are applicable to the whole time employees of the University of Agricultural Sciences, who are paid out of the University Funds and employed after 31-3-2006.
- (b) Employees/Officers governed under Statute 62(a) are entitled to pension as provided under the scheme of New Defined Contributory Pension Scheme indicated in GO No. FD (SPL.) 04 PET 2005 dated 31-3-2006.
63. Employees transferred under Section 7 of the UAS Act, 1963 get the pensionary benefits on the basis of pay drawn at the age of 55, which is the age of superannuation for purpose of Pension from Government funds according to Government Order NO.AF 209 AUM 71 dated 29/30th January 1976 and Government Order No.AAH 33 AUM 80 dated 6 February 1981. For the Service rendered between the age of 55 and 60, the University will pay pension and gratuity based on the pay drawn at the age of 60, less the pension admissible according to Government Order No.AF 209 AUM 71 dated 29/30th January 1976 and Government Order NO.AAH 33 AUM 80 dated 6th February 1981 and leave carry over benefits after the age of 55. The employees may be allowed to opt for the Pension Scheme or to the Contributory Provident Fund Scheme between the age of 55 and 60.
64. Employees appointed in the University under the provisions of Government Order NO.FD 98 PSA 65 dated 13th June 1966 and Government Order No.FD 158 SRS 67 dated 8th December 1967 shall be continued to be governed by the provisions of such Government Orders for purposes of sanction of pension. However, they are also allowed to opt for the Pension Scheme of the University subject to the condition that the pension contribution on pro-rata basis, existed at the time of leaving Government Services or any other approved services shall be paid either by the previous employer or by the employees concerned for the post in the State Government service rendered by them before joining the University.
65. Employees governed under Statutes 63 and 64 who retire at the age of 55 under the Government of Karnataka may opt for Pension scheme of the University provided they postpone the drawl of their pensionary benefits till they retire from the University Service otherwise they will be eligible for the Contributory Provident Fund Scheme.
66. *(i) "Pensionary benefits are also admissible to UAS employees who have rendered service in any Department/s of the Government of Karnataka/Central Government/ICAR/ other Universities in India or Statutory Bodies in Karnataka formed by an Act of Legislature/ Central Autonomous Bodies subject to the guidelines / instructions issued vide GO. No. FD 35 SRS 83 dated 27th June 1987."
- (ii) Such service in individual cases, be treated by the Vice-Chancellor as services qualifying for pension subject to the condition that in each case, pension contribution at 12 1/2% shall be paid by the previous employers or by the employee concerned for the services rendered based on the basic pay he drew from time to time outside the University.

- (iii) The above pension contribution is payable within a period of one year, from the date on which these Statutes are given effect to in respect of the employees already working in the University and in respect of new entrants, from the date of report of the employee in the University. In cases of belated payments, a simple interest at 6 per cent per annum shall be levied on the pension contribution so outstanding till it is credited by the previous employers or by the employee concerned.
- (iv) In respect of an employee who accepts appointment in any Department of the Government of Karnataka / Central Govt. / ICAR / in any University in India or Statutory Bodies in Karnataka formed by an Act of Legislature, where Pension Scheme exists, with the prior approval of the University, the University will undertake to pay pension contribution to the extent of 12 per cent of the basic pay drawn by such an employee from time to time provided his actual qualifying service is not less than 10 years.
67. An employee who is appointed in the University after the age of 30 and who has rendered service in the Government Department of the Karnataka State / Central Govt. / ICAR / in any University in India or Statutory Bodies in Karnataka formed by an Act of Legislature prior to the date of appointment in the University, be entitled to reckon his services qualifying for pension the actual period by which his age at the time of appointment has exceeded 30 years subject to proviso that 8 years shall be the maximum period, which can be so added. No employee can claim the benefit of this rule unless his actual qualifying service at the time he leaves the UAS service is less than ten years. This benefit will not be extended to those who will be eligible for terminable benefits in previous employment
- *68. All employees who are in service of the University on the date of introduction of the amendment and are governed by the University Contributory Provident Fund Scheme shall exercise an option within 90 days in writing to continue under the Scheme. Option once exercised is final and irrevocable. In the absence of such option, the employees will be deemed to have come over to the University Pension Scheme and subscription of such employee towards the University Contributory Provident Fund with accrued interest will be transferred to the General Provident Fund account with the University and the University Contribution with accrued interest will be credited to the Pension Fund. They should continue to subscribe at 10 per cent of their basic pay to the General Provident Fund
- *69. Employees who are in service and who do not opt to continue under University Contributory Provident Fund Scheme and persons appointed under the Statute on or after the date of introduction of this amendment shall be governed by the University Pension Scheme. They should necessarily contribute 10 percent of their basic pay to the General Provident Fund. This fund shall consist of "Contribution by the University made either in monthly instalment or in a single instalment at any time before the close of the financial year equal to 12¹/₂ percent of the total basic pay drawn by the employees governed by these Statutes during the year with effect from 1st April, 1988.
70. The words 'Pension', 'Gratuity', 'Employees' and 'Family' will have the same meaning and definition as defined in the KCSRs and the Karnataka Government's (Family Pension) Rules, 1964 as amended from time to time.
- *71. The employees retiring from service shall be eligible for pension. Pension is payable:
- (i) on retirement by reason of attaining the age of 60 years.
 - (ii) on voluntary retirement under Statute 72.
 - (iii) on retirement before the age of superannuation under a medical certificate of permanent incapacity for further service in the University.
 - (iv) on discharge due to the abolition of the post or other causes not due to fault of the employee.

**72. An employee may be permitted to retire voluntarily on proportionate pension at any time on completion of either a qualifying service of 15 years in the University or 50 years of age, subject Statute.

73. In respect of the various kinds of pension listed in Statute 71, the corresponding provisions of KCSRs, shall apply mutatis mutandis except for sanction of weight age upto five years, (as an addition to the qualifying service actually rendered by an employee), referred to in Clause (v) of sub-rule (2) of rule 285 of KCSRs, which (weight age) shall be given to an employee who is permitted to retire voluntarily on completion of a qualifying service of not less than 15 years. The grant of such weight age shall, however, be subject to the condition stipulated in the aforesaid clause (v), that is, that the total qualifying service after allowing the weightage shall not, in any case, exceed the qualifying service which the employee would have had, if he had retired on attaining the age of superannuation.

74. The amount of pension or service gratuity that may be granted is determined by the length of qualifying service. Fractions of a half-year are not taken into account in the calculation of pension or service gratuity under these rules. The amount of superannuation retiring, compensation or invalid pension and gratuity will be the appropriate amount noted in annexure- I or as amended by the Government of Karnataka from time to time.

Note: The scale of pension indicated above is subject to a minimum of Rs. 120 and maximum of Rs. 1,500 per month or as amended by the Government of Karnataka from time to time.

75. The leave availed by the employee is treated as qualifying service to the extent which it would be treated as qualifying service according to the provisions of KCSRs.

76. Service rendered by the employee before he has completed 18 years of age or after the age of 60 shall not qualify for pension or service gratuity.

77. Unauthorised absence from duty other than as per Rule 106-A, 62 of KCSRs constitute interruption of service entailing forfeiture of past service. The period/periods of such interruptions will not count as service qualifying for pension.

Explanation : A strike of the employee as defined in the KCSRs (Prevention of strikes) Act, 1966 including refusal or abstaining from doing work though physically present at the place of duty by resorting to pen down strike or stay-in-strike or other methods shall be deemed to be unauthorised absence from duty for the purpose of this Statutes.

78. Commutation of pension is permissible in the same manner and subject to the same conditions as prescribed in KCSRs and as amended by the Government of Karnataka from time to time.

79. Pensioners under these Statutes are also eligible to draw dearness allowance and any other allowances in accordance with the orders issued by the Government of Karnataka from time to time.

80. The application for pension in the prescribed form of KCSRs shall be made through the Drawing Officer who shall prepare the pension papers one calendar year in advance and forward the same to the Administrative Officer for verification and recording a certificate of satisfactory service rendered by the employee. The Administrative Officer shall forward the pension records to the Comptroller to communicate the pensionary benefits admissible. After receipt of pension papers from the Comptroller, the Administrative Officer shall issue sanction order of the University with the approval of the ViceChancellor. On the receipt of sanction orders as well as the pension papers from the Administrative Officer, the Comptroller will issue pension payment order in favour of the pensioners concerned.

Note : The payment of pension/family pension/anticipatory pension shall be arranged through Banks.

81. Whenever the delay on the part of the University in the sanction of the pension is anticipated, the Vice-Chancellor may sanction an anticipatory pension not exceeding 3/4 of the pension that he finds on a summary scrutiny to be admissible.

Note : The anticipatory pension will be sanctioned by the Vice-Chancellor from the date of retirement and payment shall commence with effect from the date on which the employee finally leaves the service. In other respects, the corresponding rules in KCSRs shall apply mutatis mutandis.

82. The payment of pension shall commence only with effect from the date on which the employee finally leaves the University services.

83. FAMILY PENSION :-

The Karnataka Governments servants Family Pension Rules 1964 shall apply mutatis mutandis and as amended from time to time, to the employees' of the University of Agricultural Sciences.

- (a) Notwithstanding the provisions contained in Rule 5A of the Karnataka Government Servants (Family Pension) Rules 1964 where a University employee having put in a qualifying services for a period of not less than 7 years dies, family pension shall be granted as Indicated here below: -
- (i) For a period of 7 years from the date following the date of death or till the date on which the employee would have reached 67 years of age had he remained alive whichever period is shorter, the pension payable shall be 50 per cent of the basic pay last drawn by the employee subject to a minimum of Rs.100/ per month and maximum of twice the family pension admissible under Rule 5 of the Kamataka Government Servants (Family Pension) Rules 1964.
84. The pension admissible under these Statutes, is not to be given as a matter of course unless the services rendered has been approved as satisfactory. If the services are not satisfactory, the Vice-Chancellor shall be competent to order such reduction in the amount of pension depending upon the gravity of offence and only after giving reasonable opportunity to the concerned.
85. The employee shall furnish family pension and DCRG nomination forms as prescribed in KCSRs to the Drawing Officer who shall cause to attest and paste the same to the Service Register concerned. Such nomination form shall be furnished within a month from the date of option to pension scheme.
86. In matters not expressly provided in these Statutes, the provisions of KCSRs as amended by the Government of Kamataka from time to time shall be applicable. Forms for the application of pension and Family Pension are those as provided in the KCSRs.

87. PENSION AND GRATUITY FUND :-

- (i) Contribution of the University including interest accrued thereon in the Provident Fund Account of the employees who have exercised their option to the Pension scheme: transferred to the Pension scheme, transferred to the Pension and Gratuity Fund.
- (ii) **“Contribution by the University made either in monthly instalments or in a single -instalment at any time before the close of the financial year, equal to 12¹/₂ percent of the total basic pay drawn by the employees governed by these Statutes during the year with effect from 1st April 1988.”*
- (iii) The grants received from the State government towards constitution of Pension and Gratuity Fund.
88. A separate account shall be opened for the pension fund in a Scheduled Bank. The Comptroller shall operate the funds and maintain the accounts of the fund including disbursement of the pension and family pension.
89. ***“Pension and Gratuity Fund shall be invested in Nationalized Banks, Government Securities, Post Office, Unit Trust of India, National Savings Certificates, Securities mentioned or referred to in Clause (a) to (d) of Section 20 of the Indian Trust Act of 1982.”*

FORM-I

(To be furnished in quadruplicate)

OPTION FOR PENSIONARY BENEFITS IN THE UNIVERSITY

I, hereby on this.....day..... .. two (Name and Designation)

thousand and exercise my option to :

* come over to the University Pension Scheme /

*continue in the University Provident Fund Scheme.

* Till the date of my retirement in the University.

Signature

Date

*Strike out whichever is not applicable and attest

Witness of the Permanent employee of the University

Name

Designation

Name of the Institution / Scheme

Signature

Date

Name

Designation

Address

COUNTERSIGNED

He has opted for

Signature and Designation of the Drawing Officer

Note : 1st copy to be posted to the service register of the employee concerned.

2nd copy to be sent to the Administrative Officer, UAS, Bangalore

3rd and 4th copies to be sent to the Comptroller, UAS, Bangalore (For Pension and PF Section).

PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA

Sub : Report of the official committee on recommendations of Karnataka Pay Commission orders on retirement benefits

PREAMBLE

Sri. A. Narayana Pai, Retired Chief Justice of the High Court of Karnataka, who was appointed as the one man Karnataka Pay Commission, submitted the report of the Commission to Government on 8th March 1976. Subsequently, Government appointed an official committee to examine the report and other representations/proposals received with reference there to and to make suitable recommendations thereon. The recommendations of the Pay commission as modified by the official committee regarding retirement benefits have been accepted by Government.

ORDER NO. FD (Spl.) 326 PET 76 BANGALORE DT. 24-12-1976

In pursuance of the acceptance by Government of the recommendations of the Pay Commission as above regarding retirement benefits. Government are pleased to issue the following orders:

1. Amount of Pension and DCRG

- (a) In all cases of retirement after 1st January, 1977,
 - (i) the scale of pension shall be as indicated in the annexe to this order subject to a minimum of Rs. 120 per month and maximum of Rs. 1000 per month: and
 - (ii) the scale of gratuity shall be as indicated in the annexe to this order, subject to a maximum of Rs.30,000.
- (b) In respect of qualifying service of less than Ten years, service gratuity at the rates now admissible under the rules shall continue to be admissible.

2. Emoluments

- (a) In all cases of retirement after 1st January, 1977 the average emoluments for the purpose of calculating the pension shall be average emoluments in respect of the last ten months of service (instead of the last twelve months as at present) and shall be subject to a maximum of Rs. 2,500 per month.
- (b) In cases of retirement on or after 1st April 1974 the emoluments in respect of the period prior to 1st January 1977 shall include the Dearness Allowance as on 1st April 1973 as already provided for in the Government order No. FD 2 SRP (3) 74, dated 29th March 1974.
- (c) The monthly emoluments to be taken into account for the purpose of calculating the DCRG shall be subject to a maximum of Rs.2,500 per month.

3. Family Pension

- (a) The rates of Family Pension benefits admissible under Rule 5 of the Karnataka Government Servants (Family Pension) Rules 1964; shall be modified as below with effect from 1st January 1977 subject to a minimum of Rs. 90 per month.

Pay of the Government of Servant	Monthly Family Pension
1. Below Rs.400. maximum of Rs.100	30 per cent of pay subject to minimum of Rs. 90 and
2. Rs.400-1199 and maximum of Rs. 160	15 per cent of Pay subject to a minimum of Rs. 100
3. Rs. 1200 and above and maximum of Rs. 250.	12 per cent of pay subject to a minimum of Rs.160

- (b) The total amount to be deducted from the Gratuity (i.e. twice the monthly emoluments reckoned, for the purpose of calculating the D.C. R.G.) shall be subject to a maximum of Rs. 5,000/-
- (c) In the case of every employee who dies while in service after having rendered a qualifying service of not less than seven years, family pension shall be paid at an enhanced rate equal to 50 per cent of the pay last drawn or twice the family pension at such enhanced rates shall be payable for a period of seven years or till the date on which the employee would have attained the age of 62 years, if he had survived whichever is earlier.

4. Special Addition to Qualifying Service

In cases where in consonance with or pursuant to the rules of recruitment or Government Policy or the relevant orders of Government recruitment, persons are recruited only after they complete the age of thirty years, there 'should be added to the length of their actual qualifying service, a period equal to the difference between the age on their date of birth immediately preceding the date of recruitment and thirty years; the service thus added shall be subject to a maximum of eight Years.

5. Increase in Pension and Family Pension

- (a) *Government Servants who retired Prior to 1st November 1968.*

In respect of this category of pensioners, Fifteen percent of the total amount of original pension admissible (before Commutation) and the Dearness Allowance admissible there as on 31st December 1976 shall be added to this total amount and the whole amount so arrived at shall be treated as the pension *w.e.f.* 1st January 1977. This benefit is also 'admissible to the beneficiaries mentioned in the Government orders No. FD (Spl) 361 PET 72 dated 15th April 1974 and No. FD 258 PET (SPL) 74, dated 25th February 1976.

- (b) Government Servants who Retired or Retire on or After 1st November, 1968 and before 1 January 1977.

In respect of this category of pensioners, ten per cent of the total amount of original pension admissible (before commutation) and the Dearness Allowance admissible thereon as on 31st December, 1976 shall be added to this total amount and the whole amount so arrived at shall be treated as the pension with effect from 1st January, 1977.

- (c) The resultant pension arrived at with reference to the orders in sub paragraphs (a) and (b) of this paragraph shall be subject to a minimum of Rs. 120 per month.
- (d) Neither the Dearness Allowance on pension nor the increase sanctioned in this para will be taken into account for the purpose deciding the amount that can be commuted by the pensioner. Commutation will be allowed only on the amount of pension that was admissible on the date of retirement.

- (e) Family Pension : In all cases in which family pension and Dearness Allowance thereon, are being paid with reference to the orders issued by this Government (including those mentioned in the Government order NO. FD (spl) 52 PET, 75 dated 1st April 1975 and the Government Order No. FD (SPL) 182 PET 76, dated 25th August, 76) the total amount of the family pension and the Dearness Allowance admissible thereon as on 31st December 76 shall be treated as family pension w.e.f. 1st January 1977. This family pension shall be subject to a minimum of Rs. 90 per month.
- (f) In all cases of death of pensioners occurring on or after 1st January 1977, if the family pension under the relevant rules is calculated with reference to the pension drawn, such family pension shall be payable with reference to the pension as enhanced by sub-paragraphs (a) and (b) of this paragraphs and such family pension shall be subject to a minimum of Rs. 90 per month. .
- (g) With effect from 1st January 1977, No Dearness Allowance shall be payable on any pension.
6. If in any case of retirement after 1st January 1977, the retiring Government Servant prefers to receive, in lieu of pensionary benefits admissible under, this order, the following pensionary benefits he shall be allowed to receive them:
- (i) the monthly pension that would have been admissible but for the issue of this order.
- (ii) the Dearness allowance on such monthly pension as calculated with reference to the various Government orders issued till 31st December 1976.
- (iii) the increase sanctioned in sub-para 5 of this Government Order and
- (iv) The DCRG as calculated with reference to the pay that would have been admissible but for the issue of the Karnataka Civil Services (Revised Pay) Rules 1976.
- The request for such preference should be sent to the Accountant General along with the pension records for the sanction of pension and DCRG. In cases where such pension records for the sanction of pension and DCRG are sent to Accountant General before 1st January 1977 and in cases of Gazetted Officers, the preference should be communicated so as to reach the Accountant General not later than the 1 st March 1977.
7. This order will come into effect from 1st January 1977. The relevant Service Rules shall be deemed to have been amended to the extent necessary with effect from 1st January 1997. The formal amendments to the relevant Service Rules will be issued in due course.
8. The order cost on this account shall be debited to the head of account “266 Pension and other retirement benefits”.

By order and in the Name of the Governor of Karnataka

S. B. MUDDAPPA

Joint Secretary to Government Finance Department

ANNEXURE TO THE GOVERNMENT ORDER NO. FD (SPL.) 320 PET 76
DATED THE 24TH DECEMBER 1976

For the completed six Monthly periods of qualifying service	Scale of pension as a fraction of the average emoluments	The amount of DCRGas a multiple of the month's emoluments
10	-	3-00
11	-	3-30
12	-	3-60
13	-	3-90
14	-	4-20
15	-	4-50
16	-	4-80
17	-	5-10
18	-	5-40
19	-	5-70
20	15/80	6-00
21	15.5/80	6-30
22	16/80	6-60
23	16.5/80	6-90
24	17/80	7-20
25	17.5/80	7-50
26	18/80	7-80
27	18.5/80	8-10
28	19/80	8-40
29	19.5/80	8-70
30	20/80	9-00
31	20.5/80	9-30
32	21/80	9-60
33	21.5/80	9-90
34	22/80	10-20
35	22.5/80	10-50
36	23/80	10-80
37	23.5/80	11-10
38	24/80	11-40
39	24.5/80	11-70
40	25/80	12-00
41	25.5/80	12-30
42	26/80	12-60
43	26.5/80	12-90
44	27/80	13-20
45	27.5/80	13-50
46	28/80	13-80
47	28.5/80	14-10
48	29/80	14-40
49	29.5/80	14-70
50	30/80	15-00
51	30.3/80	15-15
52	30.9/80	15-30
53	30.0/80	15-45
54	31.2/80	15-60
55	31.5/80	15-75
56	31.8/80	15-90
57	32.1/80	16-05
58	32.4/80	16-20
59	32.7/80	16-35
60	33/80	16-50

ANNEXURE-I

(Extract of Government order No. FL (Spl.) 121 PET 79 Bangalore
Dated the 21st March, 1980)

Government are pleased to decide that in respect of State Government Servants who were in service on the 29th February 1980 and retiring from service on or after that date the amount of pension shall be determined as follows:

		<i>Amount of Monthly Pension</i>
(1)	(a) (i) Upto first Rs. 1000 of average emoluments reckonable for pension	50% of Average emoluments
	(ii) Next Rs.500 of average emoluments reckonable for pension	45% of Average emoluments
	(iii) Balance of average emoluments reckonable	40% of Average emoluments

OR

- (b) Pension admissible as per the rates –prescribed in GO.No.FD (SPL) 76 dt. 24th December 1976.

Whichever is higher subject to a maximum of Rs.1500.

- (2) The amount of pension arrived at on the basis of slabs prescribed in paragraph 1 (a) above will be related to the maximum qualifying service of 30 years. For Government Servants who, at the time of retirement, have rendered qualifying service of ten years or more but less than 30 years, the amount of their pension will be such proportion of the maximum admissible pension as the qualifying service of 30 years. A few illustrations are given in the Annexure to this order.
- (3) The existing provisions of the KCSR's, regarding admissibility of service gratuity, DCRG Family Pension and determination of the average emoluments, service qualifying for pension including the provision for treating completed six monthly period of service as qualifying and fraction of a rupee being rounded off to next higher rupee etc., will remain unaltered.

The relevant service rules shall be deemed to have been amended to the extent of the provision of this order. Formal amendments to the relevant service rules will be issued in due course.

ANNEXURE-I
CALCULATION OF PENSION ACCORDING TO SLAB SYSTEM IN RESPECT OF CERTAIN
CATEGORIES OF GOVERNMENT SERVANTS

Average Emoluments	Pension on 30 or more years of service	Pension on 25 $\frac{1}{2}$ years of service	Pension on 25 years of service	Pension on 20 $\frac{1}{2}$ years of service	Pension on 20 years of service
Rs. 1000	50% of 1,000/- = 500	$500 \times 25 \frac{1}{2} \div 30$ = 425	$500 \times 25 \div 30$ = 416.57 or 417	$500 \times 20 \frac{1}{2} \div 30$ = 341.67 or 342	$500 \times 20 \div 30$ = 333.33 or 334
Rs. 1300	First 1,000 at 50% 500 Next 300 at 45% <u>135</u> Total 635	$635 \times 25 \frac{1}{2} \div 30$ = 539.74 or 540	$635 \times 25 \div 30$ = 529.17 or 530	$635 \times 20 \frac{1}{2} \div 30$ = 433.92 or 394	$635 \times 20 \div 30$ = 423.33 or 424
Rs. 1800	First 1,000 at 50% 500 Next 300 at 45% 225 Bal. <u>120</u> Total 845	$845 \times 25 \frac{1}{2} \div 30$ = 718.25 or 719	$845 \times 25 \div 30$ = 704.17 or 705	$845 \times 20 \frac{1}{2} \div 30$ = 577.42 or 578	$845 \times 20 \div 30$ = 563.33 or 564
Rs. 2200	First 1,000 at 50% 500 Next 500 at 45% 225 Next 700 at 40% <u>280</u> Total 1005	$1005 \times 25 \frac{1}{2} \div 30$ = 845.25 or 855	$1005 \times 25 \div 30$ = 837.50 or 838	$1005 \times 20 \frac{1}{2} \div 30$ = 686.75 or 687	$1005 \times 20 \div 30$ = 670.00 or 670

CHAPTER XII

REMOVAL OF DIFFICULTIES

90. REMOVAL OF DIFFICULTIES:-

If any difficulty arises in giving effect to the provisions of these Statutes, the Board may by order published in the official Gazettee do anything which appear to it to be necessary for the purpose of removing the difficulty provided such order issued by the Board are not repugnant to the provision of the Act.

UNIVERSITY OF AGRICULTURAL SCIENCES, BANGALORE

Administrative Office, GKVK, Bengaluru – 560 065

NOTIFICATION

No: AO/RT/Qualifications & Score-card (Officers Posts) / 2019-20, Date: 29-11-2019

Sub : Qualifications & Score-card for Director of Education and Deans/Director of Research /Director of Extension/ Registrar/Dean of Students Welfare posts under Direct Recruitment in UAS, Bengaluru

Ref : 1 Minutes of the 382nd Meeting of Board of Management UAS, GKVK, Bengaluru, held on 3-10-2019 Part-A, Item No:15, vide No:RPS/382-BoM/Minutes Release/2019-20 dated : 06-11-2019.

2 Approval of the Vice-Chancellor, UAS, GKVK, Bengaluru dated: 26-11-2019.

In pursuance of the decision of the Meeting of the Board of Management cited at ref.(1) above, the qualifications and score-cards for direct recruitment for selection of Director of Education are hereby notified as per Annexure-A and for Deans/Director of Research/Director of Extension/Registrar/Dean of Students Welfare as per Annexure-A1 in University of Agricultural Sciences, Bengaluru which shall come into force with immediate effect. This notification of qualifications and score-cards of above Officers Posts are also available on UAS(B) Website: www.uasbangalore.edu.in

This is in Modification of Qualifications and Score-cards pertaining to Direct recruitment to the posts of Director of Education/Deans/Director of Research/Director of Extension/Registrar and also Director of Students Welfare published in the Notification No.AO/RT/Quali. & Score-card (Officer Posts)/2011-12, dated:07-09-2011.

By Order
ADMINISTRATIVE OFFICER
University of Agricultural Sciences

Annexure-A

**Qualifications & Score-card for the Direct Recruitment of Director of Education in
University of Agricultural Sciences, Bengaluru**

Qualifications

1.	A Bachelor's degree in any discipline of Agriculture Sciences from a recognized University
2.	A Master's degree in any discipline of Agriculture Sciences with CGPA of 2.75 out of 4 (Trimester System) and/ or OGPA of 8 out of 10 (Semester System)
3.	A Doctoral degree in any Agricultural discipline
4.	One should have a minimum of ten years of service in the cadre of Professor to become eligible to apply for the post of Director of Education
5.	A minimum of five publications in the referred journals with NAAS rating of not less than 5 during their service

Score-card:

Allotment of Marks

SI No.	Particulars	Marks allotted for main items
1.	Academic Qualifications	12
2.	Academic/Administrative Experience (in the cadre of Professor & above)	15
3.	Externally funded projects operated (in the cadre of Professor & above)	10
4.	Organizing Symposia/Seminars/Summer Institutes/ Winter Institutes/Refresher courses/Workshops/Training programmes/ Krishimela's/Extension Field days/ Exhibitions (in the cadre of Professor & above).	05
5.	Scientific publications (in the cadre of Professor & above).	15
6.	Out station experience	05
7.	Special Awards/Medals/Fellowships/Recognitions only for Professional excellence in Teaching/ Research/ Extension (in the cadre of Professor & above).	05
8.	Discipline contribution/Institution Building/Special Attainment in Teaching/Research/Extension (in the cadre of Professor & above)	15
9.	International exposure	03
10.	Confidential reports of the preceding 5 years (in the cadre of Professor & above).	05
11.	Performance in the interview	10
	Total Marks	100

EXPLANATORY NOTES FOR AWARD OF MARKS**1 Academic Qualifications****Maximum marks allotted = 12**

a. Bachelor's Degree	<p>Maximum marks allotted = 02</p> <p>2 marks shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/OGPA(Semester system) issued by the competent authority as under.</p> <p>For candidates holding degree under Trimester system/ Semester system, where equivalent percentage certificate is not furnished CGPA of 2.75 gets 0.0 mark and 4.0 gets 02 marks and OGPA of 8.00 gets 0.0 mark and 10.0 gets 02 marks.</p> <p>Note: Prorata marks table as above is enclosed as Annexure-1, 2 & 3. The candidates are required to furnish an attested copy of the <i>certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale</i>.</p>
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1 Academic Qualifications	Maximum marks allotted = 12
b. Master's Degree	<p>Maximum marks allotted = 03</p> <p>3 marks shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/OGPA(Semester system) issued by the competent authority as under.</p> <p>For candidates holding degree under Trimester system/Semester system, where equivalent percentage certificate is not furnished CGPA of 2.75 gets 0.0 mark and 4.0 gets 03 marks and OGPA of 8.00 gets 0.0 mark and 10.0 gets 03 marks.</p> <p>Note: Prorata marks table as above is enclosed as Annexure-1,2 & 3. The candidates are required to furnish an attested copy of the <i>certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</i></p>
c. Ph.D. Degree	<p>Maximum marks allotted = 04</p> <ol style="list-style-type: none"> 1. Candidates obtaining Ph.D with Course Work of any University with 4+2+3 system - 4 marks. (Trimester/Semester system) 2. Candidates obtaining Ph.D from any University (3+2+3 system) with course work and Ph.Ds from foreign Universities without course work - 03 marks. 3. Candidates obtaining Ph.D by research alone in any University <ol style="list-style-type: none"> (a) Full Time/Regular - 03 marks. (b) External - 02 marks.
d. Post Doctoral	<p>Maximum marks allotted = 03 mark</p> <p>Post Doctoral - 01 mark for each of 6 months duration and 02 marks for each of more than 6 months duration.</p>
2. Academic/Administrative Experience (in the cadre of Professor & above)	<p>Maximum marks allotted = 15</p> <ol style="list-style-type: none"> 1) Experience in the cadre of Professor (over & above 8 years) = 0.75 marks/year. 2) Experience in the cadre of Professor and as Head of the Department at college level/Scheme units/KVK/EEU/ARS/MRS = 1.00 marks/year. 3) Experience in the cadre of Professor as University Head/ADR/ADE/ Extension coordinator/ Special Officer/University. Controller of Examinations / PPMC Coordinator/Diploma Principal/ Dip. Coordinator etc., = 1.25 marks/year. 4) Experience as University Officer/Directors of National institutions = 1.50 marks/year. <p>Note: Any person served in the position of the Sl.No.(2) (3) & (4) above, before completion of 8 years in the cadre of Professor shall be awarded 0.25, 0.50 and 0.75 marks per year respectively.</p>

1 Academic Qualifications	Maximum marks allotted = 12
<p>3. Externally Funded Competitive Projects operated (in the cadre of Professor & above)</p>	<p>Maximum marks allotted = 10</p> <ol style="list-style-type: none"> 1. Project outlay of Rs. 1 to 5 lakhs = 0.5 marks per Project as Principal Investigator (PI) and 0.25 marks per Project as Co-Principal Investigator (Co- PI). 2. Projects outlay Rs. 5 to 10 Lakhs = 01 mark per Project as Principal Investigator (PI) and 0.5 marks per Project as Co-Principal Investigator (Co-PI). 3. Projects outlay of above Rs. 10 up to 20 Lakhs = 02 marks per Project as PI and 1 mark per Project as Co- PI. 4. Projects outlay Rs. 20 to 50 Lakhs = 03 marks per Project as Principal Investigator (PI) and 1.5 marks per Project as Co-Principal Investigator (Co-PI). 5. Projects outlay of above Rs. 50 Lakhs = 04 marks per Project as Principal Investigator (PI) and 02 marks per Project as Co-Principal Investigator (Co-PI). <p>Note:</p> <ol style="list-style-type: none"> i. RKVY/ SUJALA/ Grants provided by the State/ICAR/ central Agencies and private organizations etc., will be awarded 50 percent of the maximum marks. ii. 25 percent Marks will be awarded for Testing fee. iii. A valid certificate obtained from the concerned Controlling Officer and duly countersigned by the concerned Officers/Heads of the Directorates shall be submitted in support of their claims.
<p>4. By Externally Funded Organizing Symposia Seminars/ Summer Institutes/Winter Institutes/ Refresher Courses/ Workshops and Training Programmes/ Krishimela's/ Extension Field days/ Exhibitions/ National meets (in the cadre of Professor & above)</p>	<p>Maximum marks allotted = 05</p> <p>For conducting/Organizing Symposia/ Seminars/Summer Institutes/Winter Institutes/ Refresher courses Workshops/Training Programmes/Krishimelas/ Extension Field days/Exhibitions/National /University meets /Participation of Training Programmes of more than 20 days.</p> <ol style="list-style-type: none"> 1. International = 02 marks per activity as Organizing Secretary/ Conference Chairman/Leader/Director; 01 mark per activity as Associate or Co-Leader/Co-Director etc. 2. National = 1.50 mark per activity as Organizing Secretary/Conference Chairman/Leader/Director; 0.75 marks per activity as Associate or Co-Leader/ Co-Director etc. 3. State/University level = 01 mark per activity as Organizing Secretary/ Conference Chairman /Leader / Director; 0.5 marks per activity as Associate or Co-Leader/Co-Director etc. 4. College/station/KVK/campus level 0.5 mark per activity as Organizing Secretary/Conference Chairman / Leader /Director; 0.25 marks per activity as Associate or Co-Leader/Co-Director etc.

1 Academic Qualifications	Maximum marks allotted = 12
5. Scientific publications	NAAS rated. Total marks allotted = 15 Marks shall be allotted based on the guidelines stipulated by ASRB.
6. Out station experience (in the cadre of Professor & above)	Maximum marks allotted = 05 A/B class city – Nil C class city = 01 mark for each year of service
7. Special Awards/Medals/ Recognitions only for Professional excellence in Teaching/Research and Extension (in the cadre of Professor & above).	Maximum marks allotted = 05 1. International Awards = 03 marks each 2. National Awards = 2.5 marks each 3. State level Awards = 02 marks each 4. University level Awards = 01 mark each 5. Any Awards/Medals/Recognitions from Professional Societies (except American Bibliography Award/Non - Professional Awards/private/NGO Associations) = 0.5 mark each. <i>Note :</i> i. For Team Awards/Medals/Recognitions the leader gets full marks and each Associate gets 50% of the marks mentioned above. ii. Awards given by the University for externally funded projects will not be considered.
8. Discipline contribution/ Institution Building/ Special Attainment in Teaching/Research/ Extension (in the cadre of Professor & above)	Maximum marks allotted = 15 (1 mark for each activity/year) Centers of excellence and infrastructure created including hostels; Executive Committee Member of national professional bodies, Chief warden, Fellow of NAAS/INSA and other Academic Bodies/Professional Societies, Chairman of International Conference Session; Members of Academic Council/Governing Body of other Universities; Extension Council of other Universities/Editorial Board of National/International Journals/National Award Evaluation Committee, Member of Deans Committee constituted by ICAR and Scientist/teachers selection committee member of ASRB and other Universities. QRT Member, RAC Member, Institute Management Committee Research Council; Technology released included in Package of Practices; Member of Accreditation Committee; Task Force/Expert Member/ Member; Co-chairman of International Conference sessions. Registration of crop genotypes/ varieties/ micro-organism/insects/sequences. Registration for patents made = 03 marks each. Filing of patents = 1.5 marks each.

1 Academic Qualifications	Maximum marks allotted = 12
9. International exposure Outside the country (in the cadre of Professor & above)	<p>Maximum marks allotted = 03</p> <p>a) Experience of working in international organization/ laboratory with exposure of minimum of three months will only be considered = 1.0 mark for each activity. An international exposure towards obtaining Masters or Ph.D. Degree and Post Doctoral experience will not be considered here, as it is included separately under ‘Academic Qualifications’.</p> <p>b) Expert/Advisor on invitation/Government deputation, Presentation of Research papers at the International conferences = 0.5 marks for each activity.</p>
10. Confidential Reports (for the preceding five years)	<p>Maximum 05 marks</p> <p>i. A/A⁻/A⁺ shall be awarded 01 mark per year.</p> <p>ii. B/B⁻/B⁺ shall be awarded 0.75 mark per year.</p> <p>iii. C/C⁻/C⁺ shall be awarded 0.50 mark per year.</p> <p>Note:</p> <ol style="list-style-type: none"> The application will not be considered in case the ‘Confidential Reports’ of the preceding five year are Not-Satisfactory. If any applicant is inflicted with penalties on statutory enquiries he/she will get no marks for major punishment and 50 percent marks for minor punishments out of the marks earmarked for confidential reports.
11. Performance in the interview	Maximum marks allotted =10

General

1.	The applicant should have a minimum period of One year of service on the last date of submission of his/her application.
2.	The eligibility as well as suitability of a candidate shall be considered based on the information supplied by him/her in the application.
3.	All the items as mentioned in the application shall be supported by the relevant and authorized documents. Only such documents/records will be taken into consideration for award of marks.
4.	Prescribed certificates should be obtained from competent authority on or before the last date of submission of application. In case of Centre of Excellence/Infrastructure created, certificate issued by the Concerned Directors of Universities/National Institutes only will be considered. After confirmation with the concerned Head of the Department/Dean/ADR, ADE, the concerned has to issue certificate for Teaching/Research and Extension, respectively

5. Any additional documents/certificates/record given after the last date for submission of filled-in application will not be considered for award of marks.
6. If a candidate has submitted more than one application prescribed for the same post before the last date, the latest application will be considered as valid for the purpose of recruitment.
7. Interviews will be conducted by the Selection/Scrutiny Committee duly constituted as per the statutes of the University and the marks for Sl. No. 1 to 11 as well as for performance in interviews will be awarded by the Selection/Scrutiny Committee and the decision of the Selection/Scrutiny Committee shall be final.
A Separate Scrutiny Committee constituted for scrutiny of Sl.No.1 to 11 which will be placed before the Selection Committee for verification and evaluation.

BY ORDER
ADMINISTRATIVE OFFICER
University of Agricultural Sciences
GKVK, Bengaluru-560065

ANNEXURE – A1

**Qualification and Score-card for the direct recruitment of Deans/Director of
Research/Director of Extension/Registrar/Dean of Students Welfare, in the University of
Agricultural Sciences, Bengaluru**

Qualifications:

- 1 A Bachelor's degree in any discipline of Agriculture Sciences from a recognized University.
- 2 A Master's degree in any discipline of Agriculture Sciences with CGPA of 2.75 out of 4 (Trimester System) and/ or OGPA of 8 out of 10 (Semester System).
- 3 A Doctoral degree in any Agricultural discipline.
- 4 One should have a minimum of Eight years of service in the cadre of Professor to become eligible to apply for the post of Director of Education.
- 5 A minimum of five publications in the referred journals with NAAS rating of not less than 5 during their service.

Score-card:

Allotment of Marks

Sl No.	Particulars	Marks allotted for main items
1.	Academic Qualifications	12
2.	Academic/Administrative Experience (in the cadre of Professor & above)	15
3.	Externally funded projects operated (in the cadre of Professor & above).	10
4.	Organizing Symposia/Seminars/Summer Institutes/Winter Institutes/Refresher courses/Workshops/Training programmes/ Krishimela's/Extension Field days /Exhibitions (in the cadre of Professor & above).	05
5.	Scientific publications (in the cadre of Professor & above).	15
6.	Out station experience	05
7.	Special Awards/Medals/Fellowships/Recognitions only for Professional excellence in Teaching/Research/Extension (in the cadre of Professor & above).	05
8.	Discipline contribution/Institution Building/Special Attainment in Teaching/ Research/Extension (in the cadre of Professor & above).	15
9.	International exposure	03
10.	Confidential reports of the preceding 5 years (in the cadre of Professor & above).	05
11.	Performance in the interview	10
	Total Marks	100

EXPLANATORY NOTES FOR AWARD OF MARKS

1 Academic Qualifications	Maximum marks allotted = 12
a. Bachelor's Degree	<p>Maximum marks allotted = 02</p> <p>2 marks shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/OGPA(Semester system) issued by the competent authority as under.</p> <p>For candidates holding degree under Trimester system/ Semester system, where equivalent percentage certificate is not furnished CGPA of 2.75 gets 0.0 mark and 4.0 gets 02 marks and OGPA of 8.00 gets 0.0 mark and 10.0 gets 02 marks.</p> <p><i>Note:</i> Prorata marks table as above is enclosed as Annexure-1,2 & 3. The candidates are required to furnish an attested copy of the <i>certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</i></p>

1 Academic Qualifications	Maximum marks allotted = 12
b. Master's Degree	<p>Maximum marks allotted = 03</p> <p>3 marks shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/OGPA(Semester system) issued by the competent authority as under.</p> <p>For candidates holding degree under Trimester system/ Semester system, where equivalent percentage certificate is not furnished CGPA of 2.75 gets 0.0 mark and 4.0 gets 03 marks and OGPA of 8.00 gets 0.0 mark and 10.0 gets 03 marks.</p> <p><i>Note:</i> Prorata marks table as above is enclosed as Annexure-1,2 & 3. The candidates are required to furnish an attested copy of the <i>certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</i></p>
c. Ph.D. Degree	<p>Maximum marks allotted = 04</p> <ol style="list-style-type: none"> 1. Candidates obtaining Ph.D with Course Work of any University with 4+2+3 system – 4 marks. (Trimester/Semester system) 2. Candidates obtaining Ph.D from any University (3+2+3 system) with course work and Ph.Ds from foreign Universities without course work – 03 marks. 3. Candidates obtaining Ph.D by research alone in any University <ul style="list-style-type: none"> (c) Full Time/Regular-03 marks. (d) External – 02 marks.
d. Post Doctoral	<p>Maximum marks allotted = 03 mark</p> <p>Post Doctoral – 01 mark for each of 6 months duration and 02 marks for each of more than 6 months duration.</p>
2. Academic/Administrative Experience (in the cadre of Professor & above)	<p>Maximum marks allotted = 15</p> <ol style="list-style-type: none"> 1) Experience in the cadre of Professor (over & above 8 years) = 0.75 marks/year. 2) Experience in the cadre of Professor and as Head of the Department at college level/Scheme units/KVK/EEU/ARS/MRS = 1.00 marks/year. 3) Experience in the cadre of Professor as University Head/ADR/ADE/ Extension coordinator/ Special Officer/University. Contoller of Examinations/PPMC Coordinator/Diploma rincipal/ Dip. Coordinator etc., =1.25 marks/year.

1 Academic Qualifications	Maximum marks allotted = 12
	<p>4) Experience as University Officer/Directors of National institutions = 1.50 marks/year.</p> <p><i>Note: Any person served in the position of the Sl.No.(2) (3) & (4) above, before completion of 8 years in the cadre of Professor shall be awarded 0.25, 0.50 and 0.75 marks per year respectively.</i></p>
<p>3. Externally Funded Competitive Projects operated (in the cadre of Professor & above)</p>	<p>Maximum marks allotted = 10</p> <ol style="list-style-type: none"> 1. Project outlay of Rs. 1 to 5 lakhs = 0.5 marks per Project as Principal Investigator (PI) and 0.25 marks per Project as Co-Principal Investigator (Co- PI). 2. Projects outlay Rs. 5 to 10 Lakhs = 01 mark per Project as Principal Investigator (PI) and 0.5 marks per Project as Co-Principal Investigator (Co-PI). 3. Projects outlay of above Rs. 10 up to 20 Lakhs = 02 marks per Project as PI and 1 mark per Project as Co- PI. 4. Projects outlay Rs. 20 to 50 Lakhs = 03 marks per Project as Principal Investigator (PI) and 1.5 marks per Project as Co-Principal Investigator (Co-PI). 5. Projects outlay of above Rs.50 Lakhs = 04 marks per Project as Principal Investigator (PI) and 02 marks per Project as Co-Principal Investigator (Co-PI). <p><i>Note:</i></p> <ol style="list-style-type: none"> i. RKVY/ SUJALA/ Grants provided by the State/ ICAR/central Agencies and private organizations etc., will be awarded 50 percent of the maximum marks. ii. 25 percent Marks will be awarded for Testing fee. iii. A valid certificate obtained from the concerned Controlling Officer and duly countersigned by the concerned Officers/Heads of the Directorates shall be submitted in support of their claims.
<p>4. By Externally Funded Organizing Symposia Seminars/ Summer Institutes/Winter Institutes/Refresher Courses/Workshops and Training Programmes/ Krishimela's/ Extension Field days/ Exhibitions/ National meets (in the cadre of Professor & above)</p>	<p>Maximum marks allotted = 05</p> <p>For conducting/Organizing Symposia/ Seminars/Summer Institutes/Winter Institutes/ Refresher courses/Workshops/Training Programmes/ Krishimelas/Extension Field days / Exhibitions/National /University meets/ Participation of Training Programmes of more than 20 days.</p> <ol style="list-style-type: none"> 1. International = 02 marks per activity as Organizing Secretary/ Conference Chairman/Leader/Director; 01 mark per activity as Associate or Co-Leader/ Co-Director etc. 2. National = 1.50 mark per activity as Organizing Secretary Conference Chairman/Leader/Director; 0.75 marks per activity Associate or Co-Leader/ Co-Director etc.

1 Academic Qualifications	Maximum marks allotted = 12
	<p>3. State/University level =01 mark per activity as Organizing Secretary/ Conference Chairman /Leader / Director; 0.5 marks per activity as Associate or Co-Leader/Co-Director etc.</p> <p>4. College/station/KVK/campus level 0.5 mark per activity as Organizing Secretary/Conference Chairman / Leader /Director; 0.25 marks per activity as Associate or Co-Leader/Co-Director etc</p>
5. Scientific publications	<p>NAAS rated. Total marks allotted =15</p> <p>Marks shall be allotted based on the guidelines stipulated by ASRB.</p>
6. Out station experience (in the cadre of Professor & above)	<p>Maximum marks allotted = 05</p> <p>A/B class city – Nil</p> <p>C class city = 01 mark for each year of service</p>
7. Special Awards/Medals/ Recognitions only for Professional excellence in Teaching/Research and Extension (in the cadre of Professor & above)	<p>Maximum marks allotted = 05</p> <ol style="list-style-type: none"> 1. International Awards = 03 marks each 2. National Awards = 2.5 marks each 3. State level Awards = 02 marks each 4. University level Awards = 01 mark each 5. Any Awards/Medals/Recognitions from Professional Societies (except American Bibliography Award/Non-Professional Awards/private/NGO Associations) = 0.5 mark each. <p><i>Note:</i></p> <ol style="list-style-type: none"> i. For Team Awards/Medals/ Recognitions the leader gets full marks and each Associate gets 50% of the marks mentioned above. ii. Awards given by the University for externally funded projects will not be considered.
8. Discipline contribution/ Institution Building/ Special Attainment in Teaching/Research/ Extension (in the cadre of Professor & above)	<p>Maximum marks allotted = 15</p> <p>(1 mark for each activity/year)</p> <p>Centers of excellence and infrastructure created including hostels; Executive Committee Member of national professional bodies, Chief warden, Fellow of NAAS/INSA and other Academic Bodies/Professional Societies, Chairman of International Conference Session; Members of Academic Council/Governing Body of other Universities; Extension Council of other Universities/Editorial Board of National/International Journals/ National Award Evaluation Committee, Member of Deans Committee constituted by ICAR and Scientist/teachers selection committee member of ASRB and other Universities.</p>

1 Academic Qualifications	Maximum marks allotted = 12
	<p>QRT Member, RAC Member, Institute Management Committee Research Council; Technology released included in Package of Practices; Member of Accreditation Committee; Task Force/Expert Member/Member; Co-chairman of International Conference sessions. Registration of crop genotypes/ varieties/ microorganism/insects/sequences.</p> <p>Registration for patents made = 03 marks each.</p> <p>Filing of patents = 1.5 marks each.</p>
9. International exposure Outside the country (in the cadre of Professor & above)	<p>Maximum marks allotted = 03</p> <p>a) Experience of working in international organization/laboratory with exposure of minimum of three months will only be considered = 1.0 mark for each activity. An international exposure towards obtaining Masters or Ph.D. Degree and Post Doctoral experience will not be considered here, as it is included separately under ‘Academic Qualifications’.</p> <p>b) Expert/Advisor on invitation/Government deputation, Presentation of Research papers at the International conferences = 0.5 marks for each activity.</p>
10. Confidential Reports (for the preceding five years)	<p>Maximum 05 marks</p> <p>i. A/A-/A+ shall be awarded 01 mark per year.</p> <p>ii. B/B-/B+ shall be awarded 0.75 mark per year.</p> <p>iii. C/C-/C+ shall be awarded 0.50 mark per year.</p> <p>Note:</p> <p>1. The application will not be considered in case the ‘Confidential Reports’ of the preceding five year are ‘Not-Satisfactory.’</p> <p>2. If any applicant is inflicted with penalties on statutory enquiries he/she will get no marks for major punishment and 50 percent marks for minor punishments out of the marks earmarked for confidential reports.</p>
11 Performance in the interview	<p>Maximum marks allotted =10</p>

General

1. The applicant should have a minimum period of One year of service on the last date of submission of his/her application.
2. The eligibility as well as suitability of a candidate shall be considered based on the information supplied by him/her in the application.
3. All the items as mentioned in the application shall be supported by the relevant and authorized documents. Only such documents/records will be taken into consideration for award of marks.
4. Prescribed certificates should be obtained from competent authority on or before the last date of submission of application. In case of Centre of Excellence/Infrastructure created, certificate issued by the Concerned Directors of Universities/National Institutes only will be considered. After confirmation with the concerned Head of the Department/Dean/ADR, ADE, the concerned has to issue certificate for Teaching/Research and Extension, respectively
5. Any additional documents/certificates/record given after the last date for submission of filled-in application will not be considered for award of marks.
6. If a candidate has submitted more than one application prescribed for the same post before the last date, the latest application will be considered as valid for the purpose of recruitment.
7. Interviews will be conducted by the Selection/Scrutiny Committee duly constituted as per the statutes of the University and the marks for Sl. No. 1 to 11 as well as for performance in interviews will be awarded by the Selection/Scrutiny Committee and the decision of the Selection/Scrutiny Committee shall be final.

A Separate Scrutiny Committee constituted for scrutiny of Sl.No. 1 to 11 which will be placed before the Selection Committee for verification and evaluation.

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BY ORDER
ADMINISTRATIVE OFFICER
University of Agricultural Sciences

UNIVERSITY OF AGRICULTURAL SCIENCES, BANGALORE

Administrative Office, GKVK, Bangalore - 560 065

No. AO/RT/Qualifications & Score-card (Officers Posts) /2020-21

Date: 07-01-2021

Corrigendum

Sub : Qualifications & Score-card for Director of Education and Deans/Director of Research/
Director of Extension/Registrar/Dean of Students Welfare posts under Direct
Recruitment in UAS, Bangalore.

Ref : 1. Notification No.AO/RT/Qualifications & Score-card (Officer
Posts)/2019-20 dated 29-11-2019 gazetted on 26-12-2019
2. Approval of the Vice-Chancellor, UAS, GKVK, Bangalore dated: 07-01-2021.

In the Notification dated 26-12-2019 (Ref.1). the **Qualification**, for recruitment of Deans/Director of Research/Director of Extension/ Registrar/Dean of Students Welfare posts in UAS, Bangalore, mentioned in **Sl.No.4 at Annexure A1** will be read as follows.

Existing	Modified
One should have a minimum of Eight years of service in the cadre of Professor to become eligible to apply for the post of Director of Education	One should have a minimum of Eight years of service in the cadre of Professor to become eligible to apply for the posts of Deans/Director of Research/ Director of Extension/ Registrar/Dean of Students Welfare.

By Order
Sd/-
Administrative Officer

UNIVERSITY OF AGRICULTURAL SCIENCES, BANGALORE

Administrative Office, GKVK, Bangalore - 560 065.

No.AO/RT/Qualification & Score-card (Asst. Prof.) /2021-22.

Date: 04-08-2021

Notification

Sub : Qualification & Score-card for Direct Recruitment Assistant Professor (Entry Level) in UAS, Bangalore.

Ref : 1. Government Order No. AGRI-AUM/26/2020,Bangalore Dated 26-03-2021.
2. Approval of the Vice-Chancellor, UAS, GKVK, Bangalore dated 04-08-2021.

As per the Government Order cited at ref. (1) above, Qualifications & Score Card for Direct Recruitment of Assistant Professor (Entry Level) in UAS, Bangalore is hereby notified vide Annexure and shall come into force with immediate effect. This notification of Qualifications and Score-Card is available on UAS(B) Website: www.uasbangalore.edu.in. This Notification supersedes the earlier Notifications issued with respect to Qualification and Score Card for Direct Recruitment of Assistant Professor (Entry Level) in UAS, Bangalore.

By Order

Sd/-

Administrative Officer

GOVERNMENT ORDER NO. AGRI-AUM/26/2020, DATED: 26.03.2021

ANNEXURE

Regulations of Qualification and Score-card for the Direct Recruitment of Assistant Professor (Entry Level) in all State Agriculture and Horticulture Universities of Karnataka.

1. COVERAGE

These Regulations are issued for minimum qualifications for appointment and other service conditions of entry level teaching posts i.e Assistant Professor cadre in all Farm Universities of Karnataka for maintenance of Quality standards in higher education and revision of pay-scales.

2. RECRUITMENT AND QUALIFICATIONS

1. The direct recruitment to the post of Assistant Professor, in the Farm Universities shall be on the basis of merit through an all-India advertisement and uploading in respective University websites on time followed by selection by a duly-constituted Selection Committee as per the provisions made under these Regulations. These provisions shall be incorporated in the Common Statutes/Ordinances of the Farm Universities. The composition of such committee shall be as specified in these Regulations.
2. The minimum qualifications required for the post of Assistant Professor shall be as specified by the UGC and notified in these Regulations.
3. The National Eligibility Test (NET) or an accredited test (State Level Eligibility Test SLET/SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in these Regulations. Further, SLET/SET shall be valid as the minimum eligibility for appointment of assistant professor and equivalent positions where ever provided in these regulations, further SLET/ SET shall be valid as the minimum eligibility for direct recruitment to Universities/ Colleges/ Institutions in the respective state only.

Provided that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil/Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.

Provided further that the award of degree to candidates registered for the M.Phil/Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree. All such Ph.D. candidates shall be exempted from the requirement 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) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been awarded by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;

- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC/ ICSSR/CSIR or any similar agency.

The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

4. The clearing of NET/SLET/SET shall not be required for candidates in such disciplines for which NET/SLET/SET has not been conducted. A minimum of 55% marks (For Traditional System) or 60% marks (For Trimester System) or 70% marks (For Semester System) (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment at the entry level of Assistant Professor.
5. A relaxation of 5% shall be allowed at the Master's level for the candidates belonging to Scheduled Caste/ Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/Differently abled/ Specially abled(a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks(For Traditional System) or 60% marks (For Trimester System) or 70% marks(For Semester System) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

A relaxation of 5% shall be provided to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.

A relevant grade which is regarded as equivalent e.g., 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.

6. The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.
7. The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as experience to be claimed for appointment to the teaching positions. Further, the period of active service spent on pursuing Research Degree simultaneously with teaching/extension assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment.

3. SELECTION PROCEDURES

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, in prescribed score-card.
2. Evaluation of research publications shall be as per prescribed Score Card. Publications by the candidates shall be considered only in the concerned/ related discipline. Appropriate weightage for such publications shall be given as per the score card.
3. The process of evaluation of Assistant Professor and equivalent cadres (Academic Level 10) should involve inviting the bio-data with duly filled score card based template, enclosing all requisite documents/ credentials. The credentials/ documents will be evaluated by the Selection Committee at the time of interview.

4. Preliminary screening of applications received for appointment shall be made by a Committee comprising three Officers nominated by the Vice-Chancellor. The Committee shall go through the applications and recommend a list of candidates eligible to be called for interview.
5. The Selection Committee shall recommend a panel of a maximum of four names in the waitlist for each post in the order of merit and submit to the University.
6. All the selection procedures outlined above, shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with scores obtained and recommendation made on the basis of merit and duly signed by all members of the committee in the minutes and kept in the sealed covers till it is placed in the Board Meeting.

4. COMPOSITION OF SELECTION COMMITTEE FOR ASSISTANT PROFESSORS

- a) The Selection Committee for the post of Assistant Professor and equivalent cadres (Academic Level 10) in the University shall consist of the following persons:
 - i. The Vice-chancellor of the concerned University who shall be the Chairperson of the Committee.
 - ii. An Academician not below the rank of Senior Professor/Professor who is the nominee of the Chancellor.
 - iii. Three experts not below the rank of a Senior Professor/Professor in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the University from within or outside of the state.
 - iv. Head of the concerned department either college or University level not below the rank of Professor.
 - v. Dean of the faculty.
 - vi. An academician (not below the rank of Senior Professor/Professor) representing SC/ST/OBC/Minority/ Women/ Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.
- b) At least Four members, including two concerned subject experts from outside the State shall constitute the quorum.

5. GENERAL INSTRUCTIONS

1. The eligibility as well as suitability of a candidate shall be considered based on the information provided by the applicant in the application.
2. All the items as mentioned in the application shall be supported by the attested relevant and authorized documents. Only such documents/records will be taken into consideration for award of marks.
3. Prescribed certificates should be obtained from competent authority on or before the last date of submission of application. In case of Centre of Excellence/Infrastructure created, certificate issued by the Competent authority/Universities/Directors in case of National Institutes only will be considered.
4. Any additional documents/certificates/records given after the last date for submission of filled-in application will not be considered for award of marks.
5. If a candidate has submitted more than one application prescribed for the same post before the last date, the latest application will be considered as valid for the purpose of recruitment.

6. Interviews will be conducted by the Selection Committee duly constituted as per the statutes of the University and the marks will be allotted as per the score-card including the performance in interviews, written tests and the decision of the Selection Committee shall be final. The selection committee is responsible for verifying all the documents as per score card.
7. Minimum marks prescribed for placing in the selection panel for Assistant Professor is 40 marks and for SC, ST, OBC (Non Creamy Layer) and Differently Abled / Specially abled category 05 marks relaxation is prescribed.
8. The applicant should provide Bio-data/information as per the template/ application format provided for verification. The Selection Committee will allot the marks only based on the information submitted in the template/ application format.
9. Candidates with knowledge of Kannada preferred for the Teaching/ Research/ Extension post in the entry level in the University (mandatory for KVK posts).

6. Qualification and Score-card for Direct Recruitment of Assistant Professor in Farm Universities of Karnataka

Eligibility Criteria for Direct Recruitment of Assistant Professor

- i. A Master's degree with at least 55% (For traditional System) or 60% (For Trimester System) or 70% (For Semester System) marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign University.
- ii. Besides fulfilling the above mentioned qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC/ICAR/CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET.

Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement 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) The Ph.D. Degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) The Ph.D. viva voce of the candidate has been conducted;
- d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency.

The Fulfilment of these conditions is to be certified by the Registrar of the University concerned.

Note :

1. NET shall also not be required for such Masters Programme in disciplines for which NET is not conducted by the UGC, ICAR, CSIR or similar test accredited by the UGC, like SLET/SET.

SCORE-CARD: ALLOTMENT OF MARKS

Sl. No.	Particulars	Marks allotted for main items
I	1. Academic Qualifications	35
	2. Medals/Awards/Recognition	03
	3. Sports & Cultural/NCC/NSS/Scouts & Guides activities	02
	4. Experience in Teaching/Research/Extension	05
	5. Publications	05
	6. Written Exam	40
Sub Total I		90
II	7. Interview performance	10
Sub Total II		10
Total Marks (Sub Total I + Sub Total II)		100

EXPLANATORY NOTES FOR AWARD OF MARKS

I	Academic Qualifications	Maximum marks allotted = 35
a)	Bachelor's Degree	<p>Maximum marks allotted = 15</p> <p>15 marks shall be awarded on Prorata basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/ OGPA- 10 = 100% (Semester system) issued by the competent authority as under.</p> <p>1) For candidates holding degree under Trimester/Semester system, 60% gets 0.0 Mark and 100% gets 15 marks.</p> <p>2) In case of candidates holding degree from traditional system/ Universities 50% gets 0.0 Mark and 100% gets 15 Marks.</p> <p><i>Note</i> : The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 point scale.</p>
b)	Master's Degree in the concerned subject	<p>Maximum marks allotted = 10</p> <p>10.00 Marks shall be awarded on Prorata basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/ OGPA (Semester system) issued by the competent authority as under.</p> <p>1) For candidates holding degree under Traditional System/Universities with 55% gets 0.0 Mark and 100% gets 10 Marks, Trimester system with 60% gets 0.0 Mark and 100% gets 10 Marks, Under Semester system with 70% gets 0.0 Mark and 100% gets 10 Marks.</p>

Academic Qualifications	Maximum marks allotted = 35
	<p>2) For candidates holding degree under Trimester system where equivalent certificate is not given, CGPA of 2 gets 0.0 Mark and 4 get 10 Marks.</p> <p>Note : The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 point scale.</p> <p>Maximum marks allotted = 08</p>
c) Ph.D. Degree.	<p>1) Candidates obtaining Ph.D with Course Work of any Agricultural University/by any other University with 4+2+3 system – 08 Marks. (Trimester/Semester system)</p> <p>2) Candidates obtaining Ph.D from Traditional University (3+2+3 system) with course work and Ph.D from foreign University without course work – 06 Marks.</p> <p>Note: For basic subjects and social sciences 3+2+3 will be considered on par with 4+2+3.</p> <p>3) Candidates obtaining Ph.D without course work or by research alone in other than foreign University – 04 Marks.</p> <p>Note : Relevant document for having undergone course work to be enclosed.</p>
d) Additional qualifications in the field	<p>Maximum marks allotted = 02</p> <p>1) Post-doctoral Fellow = 01 Mark for each of 6 months and above & 0.5 mark for each of below 6 months.</p>
2. Medals/Awards/	<p>Maximum marks allotted = 03</p> <p>1) International award = 3 Marks each - Award/ Medal/ Recognition.</p> <p>2) National award = 2 Marks each</p> <p>3) State award = 01 Mark each</p> <p>4) University Gold medal = 01 Mark each</p> <p>5) Sponsored Gold medal awarded by University = 0.5 Mark each</p> <p>6) Awards from Professional Society = 0.5 Mark for each.</p> <p>7) Patent awarded by patent office of Govt. of India or International Patent awarded by recognized Agency/Institution = 1 Mark per patent</p> <p>If a candidate secures more than one medal/award for the same degree/achievement, the highest award shall be considered for allotting marks (except American Bibliography and other nonprofessional awards).</p>

Academic Qualifications	Maximum marks allotted = 35
3 Sports & cultural/NCC/ NSS (during the study period of Bachelor's degree & above).	<p>Maximum Marks allotted = 02</p> <p>Sports & Culture :</p> <ol style="list-style-type: none"> 1) Represented at International level in Sports / Cultural events (Representing Nation) = 01 Mark/event/year. 2) Represented at National level in Sports/ cultural events (Representing State) = 0.5 Mark/ event/year. 3) Represented at the University level in Sports / Cultural Events = 0.25 Mark/ event / year. <p>NCC:</p> <ol style="list-style-type: none"> 1) Candidates possessing 'C' Certificate participating in the National Republic Day Parade = 01 Mark. 2) 'C' Certificate holders attended National Republic Day Camp/ Participating State Republic Day Parade = 0.75 Mark. 3) 'C' Certificate holders representing State Republic Day Camp = 0.5 Mark. 4) 'C' certificate holder = 0.25 mark. <p><i>Note</i> : Sports & Games/Cultural events recognized by Association of Indian Universities (Sports Division), New Delhi shall only be considered.</p> <p>NSS:</p> <ol style="list-style-type: none"> 1) National award individual = 1.5 Mark. 2) State award individual = 01 Mark. 3) Participated in National Republic Day = 01 Mark. 4) Participated in State Republic Day = 0.5 Mark. 5) Adventure Camp in National Level = 0.5 Mark. 6) National integration camp representing University = 0.25 Mark. <p>Note : Certificate issued by Government of India / State Government / Competent Authority only be considered.</p>

Academic Qualifications	Maximum marks allotted = 35
<p>4. Experience in Teaching/ Research/Extension: Experience in the cadre of Instructor/Research Assistant/Extension Guide/ Technical Assistant /Scientific Assistant/ Farm Manager/Training Assistant, temporary appointments as Research Associate /Extension worker / Full time SRF/JRF (not leading to degree) Project Scientist / Specialist in an University/ College/ Govt./ Departments/ Research Organizations / Boards/ Corporations/ ICAR Institutes/ Similar Institutes like ICMR, CSIR, NCERT, ICRISAT etc./Krishi Vignana Kendras/Statutory bodies/ International Organizations/ Nationalized Banks/NGOs recognized by Government of Karnataka and Government of India.</p>	<p>Maximum marks allotted = 05</p> <p>1) 0.125 Mark for each month of service in Teaching/ Research/ Extension.</p> <p><i>Note</i> : To be supported by relevant document issued by the competent authority.</p>
<p>5) Scientific Publications in the concerned field.</p>	<p>Maximum marks allotted = 05</p> <p>1) For full length papers published in refereed peer reviewed scientific journals at :</p> <ol style="list-style-type: none"> International level = 1 Mark each. National level = 0.75 Mark each. <p>2) For Research Note/Abstracts published in Journal/ Seminars/Symposia/ Conferences = 0.25 Mark each (Maximum = 2 marks).</p> <p>3) Full length papers presented & published in Seminars/Symposia/ Conferences at: (Maximum = 2 Marks).</p> <ol style="list-style-type: none"> International level = 0.75 mark each. National level = 0.5 mark each. University level = 0.25 mark each.

Academic Qualifications	Maximum marks allotted = 35
	<p>4) Books written by individuals published by Universities/National Institutes/ Govt. Departments/ Standard Commercial Publishers not below 100 pages = 1 Marks each (Maximum = 02 marks).</p> <p><i>Note</i> : Translation books carry 50% marks.</p> <p>5) Research Bulletins/Extension Bulletins/ Chapters in Books published by Universities/National Institutes/ Govt. Departments/ Standard Commercial Publishers/ Training Manuals/ Laboratory Manuals = 0.25 mark each. (Maximum= 01 marks)</p> <p>6) Extension leaflets/Folders/Brochures Published by Universities/ National Institutes/Govt. Departments = 0.25 mark (Maximum = 01 mark).</p> <p>7) Popular articles published in leading Dailies/Institutional/Govt. Dept.-Periodicals / Radio talks/TV programmes / Phone-in programmes = 0.25 mark each (Maximum = 01 mark).</p> <p><i>Note</i> : a) All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.</p> <p>b) The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.</p>
6) Performance in the Interview	Maximum marks allotted = 10
7) Written Exam	Maximum marks allotted = 40

By Order
Sd/-
Administrative Officer

UNIVERSITY OF AGRICULTURAL SCIENCES, BANGALORE

Administrative Office, GKVK, Bangalore – 560 065.

No.AO/RT/Quali. & Score-card (Asst. Prof.)/2021-22.

Date: 24-09-2021

Sub: Written Examination for recruitment Assistant Professor (Entry Level) in UAS, Bangalore.

Ref: 1. Govt. Order No: AGRI-AUM/26/2020,Bangalore, dated 26-03-2021.

2. Notification No.AO/RT/Quali. & Score-card (Asst. Prof.)/2021-22 dated 04-08-2021
and Gazetted in Karnataka Gazette on 06-08-2021.

3. No.UAS/UEC/2021-22/109 dated 15-09-2021

4. Approval of Vice-Chancellor, UAS-B, dated 23-09-2021.

PREAMBLE:

Vide the Government Order dated 26-03-2021, the Notification indicating Qualifications and Score Card for direct recruitment of Teaching Posts in the cadre of Assistant Professor (Entry Level Post) in University of Agricultural Sciences, Bangalore was issued on 04-08-2021. This Notification was published in Karnataka Gazette on 06-08-2021.

The Notification specifies to conduct Written Examination for 40(Forty) marks. The Co-ordination Sub Committee (Education) of Farm Universities of Karnataka in the meeting held on 2nd & 3rd June, 2020 entrusted the task of conducting the Written Examination to Farm Universities of Karnataka. It was the bounden duty of the University to conduct the Written Examination. On the basis of which, the Controller of Examinations, University Examination Center, UAS, GKVK, Bengaluru submitted the proposal to the University which was approved on 16-09-2021.Hence the Notification.

NOTIFICATION :

The modalities for conducting the Written Examination for 40 (Forty) Marks for recruitment of posts in the cadre of Assistant Professor(Entry Level Post) in University of Agricultural Sciences, Bangalore is notified as detailed in **Annexure-1** and shall come into force with immediate effect.

By Order
Administrative Officer

Annexure-1**Modalities for conducting the Written Examination for recruitment of Posts in the Cadre of Assistant Professor (Entry Level Posts) in University of Agricultural Sciences, Bangalore**

Sl. No.	Particulars	Details	
1.	Type and Pattern of Examination	Objective type: Multiple Choice Questions (MCQs)	
2.	Components of Examination	Part I	General Agriculture and Allied Areas
		Part II	Professional Subject
3.	Syllabus	Part I	General Agriculture and Allied Areas
		Part II	Syllabi of core courses prescribed by University of Agricultural Sciences, Bangalore for Master's Degree programme in the discipline concerned. (As per Master's Degree programmes course curriculum : 2019-20)
4.	Setting Question Papers	Subject Experts from outside the University	
5.	Moderation of Question Papers	At University Examination Centre, UAS, GKVK, Bengaluru in co ordination with Question Paper Setters / Subject Experts	
6.	Evaluation of OMR and declaration of results	University Examination Centre, UAS, GKVK, Bengaluru.	

Distribution of Marks, Questions and Time:

Part I	General Agriculture and Allied Areas	30 MCQs x 1.00 mark = 30 marks	24 minutes
Part II	Professional Subject	120 MCQs x 1.00 mark = 120 marks	96 minutes
	Total	150 MCQs x 1.00 mark = 150 marks	120 minutes (2 hrs)

Note: After the Evaluation, total marks scored by the candidates out of 150 will be converted into 40 marks and ranking list will be prepared subject-wise.

PD - 02

By Order
Administrative Officer

UNIVERSITY OF AGRICULTURAL SCIENCES, BANGALORE

Administrative Office, GKVK, Bengaluru – 560 065

No. AO/RT/Qual. & Score card/e-Gazette/2022-23

Dated-15-03-2023

NOTIFICATION

Sub : The Statutes Governing Qualifications and Score-card for Direct Recruitment and Promotions of Teachers, Library & Physical Education Faculty in Agricultural Universities of Karnataka

Read : (1) This University's 395th & 396th Board of Management Meeting Proceedings,
Dated : 06-01-2023.

(2) Government Letter No.AGRI-29-AUM-2021, Dated : 10-03-2023.

In exercise of the powers conferred on it under Section 53 (2) of University of Agricultural Sciences Act, 2009, the Board of Management of University of Agricultural Sciences, Bangalore, has been pleased to make a Statute called '**The Statutes Governing Qualifications and Score-card for Direct Recruitment and Promotions of Teachers, Library & Physical Education Faculty in Agricultural Universities of Karnataka**' as annexed to this Notification.

The Statutes received the Assent of the Chancellor on 02-03-2023.

This Statute shall come into force from the date of publication in the Official Gazette.

By Order
Sd/-
REGISTRAR

STATUTES GOVERNING QUALIFICATIONS AND SCORE-CARD FOR DIRECT RECRUITMENT AND PROMOTIONS OF TEACHERS, LIBRARY & PHYSICAL EDUCATION FACULTY IN AGRICULTURAL UNIVERSITIES OF KARNATAKA

1. SHORT TITLE, APPLICATION AND COMMENCEMENT:

- 1.1 These Statutes may be called Statutes Governing Qualifications and Score-Card For Direct Recruitment and Promotions of Teachers, Library & Physical Education Faculty in Agricultural Universities of Karnataka
- 1.2 These Statutes shall apply for direct recruitment and promotion of the teachers, library and physical education faculty in University of Agricultural Sciences, Bangalore, University of Agricultural Sciences, Dharwad, University of Agricultural Sciences, Raichur and Keladi Shivappa Nayak University of Agricultural and Horticultural Sciences, Shivamogga for maintenance of standards in Higher Education.
- 1.3 They shall come into force from date of notification in official Gazette.

2. RECRUITMENT AND QUALIFICATIONS

- 2.1 The direct recruitment to the teachers, library and physical education faculty in University shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made under these Statutes. The composition of such committee shall be as specified in these Statutes.
- 2.2 The Minimum qualifications required for teachers, library and physical education faculty shall be as specified by the UGC Regulations on minimum qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education 2018.
- 2.3 A Master's degree in the concerned subject with a minimum of 55% marks shall be required for those recruited as teachers, library and physical education faculty. A relevant grade which is regarded as equivalent to 55%, wherever the grading system is followed by a recognized University, at the Master's level shall also be considered valid.
- 2.4 A relaxation of 5% shall be allowed at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC) (Non-creamy Layer)/Differently abled/ Specially abled (a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Loco motor disability including cerebral palsy, leprosy cured, dwarfism, acid- attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (For Traditional System) or 60% marks (For Trimester System) or 70% marks (For Semester System) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure. A relaxation of 5% shall be provided to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.
- 2.5 The time taken by candidates to acquire M. Phil. and / or Ph.D. Degree shall not be considered as experience to be claimed for appointment/promotion to the teaching positions. Further, the period of active service spent on pursuing Research Degree simultaneously with teaching/research/extension assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/promotion. The regular faculty members up to twenty per cent of the total faculty

strength (excluding faculty on medical / maternity leave) shall be allowed by their respective university to take study leave for pursuing Ph.D. degree.

- 2.6 The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.
- 2.7 The Ph.D. Degree shall be a mandatory qualification for selection and promotion to Professor and Associate Professor Cadre Posts.
- 2.8 The upper age limit to apply for the entry level post of Assistant Professor/Assistant Librarian or equivalent post in the Agricultural Universities of Karnataka is 45 years for SC/ ST, 43 years for OBC and 42 years for General category candidates.
- 2.9 The score obtained as specified in the score card shall be considered for short-listing for interview and the selections shall be based on overall performance.

3. SELECTION/PROMOTION PROCEDURES

- 3.1 The overall selection/promotion 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, in prescribed score-card.
- 3.2 The process of selection/promotion shall involve inviting the application/biodata with duly filled score card based template, enclosing all requisite credentials. A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university, within three months in advance of the due date, or after the eligibility date that he/she fulfills all the requirements under the CAS supported by all credentials. In order to avoid any delay in holding the Selection/Screening cum Evaluation Committee Meetings for various promotions under the CAS, the University may initiate the process of screening cum evaluation/ selection, and complete the process within six months from the receipt of application. The university shall send a general circular twice a year, inviting applications for the CAS promotions from the eligible candidates.
- 3.3 Preliminary screening of application/bio-data received for appointment/promotion shall be made by a Committee comprising three Officers nominated by the Vice-Chancellor. The Committee shall go through the application/bio-data and recommend a list of candidates eligible for further consideration for selection/promotion.
- 3.4 Evaluation of research publications shall be as per prescribed Score Card. Appropriate weightage for such publications shall be given as per the score card.
- 3.5 The credentials will be evaluated by duly constituted Selection Committee for direct recruitment for Assistant Professor/Associate Professor/ Professor at the time of interview.
- 3.6 The credentials will be evaluated by duly constituted Screening cum Evaluation committee for promotion of Assistant Professor (from Academic level 10 to Academic level 11 and from Academic level 11 to Academic level 12) at the time of Assessment.
- 3.7 The credentials will be evaluated by duly constituted Selection Committee for promotion from Assistant Professor (Academic level 12) to Associate Professor (Academic level 13A) and from Associate Professor (Academic level 13A) to Professor (Academic level 14) at the time of interview.
- 3.8 The Selection Committee for direct recruitment shall recommend a panel of a maximum of four names for each post in the order of merit and submit to the University.

- 3.9 The Screening cum Evaluation committee/Selection Committee for promotion shall recommend all eligible teachers indicating their date of eligibility for promotion to the University.
- 3.10 A teacher who has earned annual increments regularly during the assessment period.
- 3.11 All the procedures outlined above, shall be completed on the day of the committee meeting, wherein the minutes are recorded along with scores obtained and recommendation made and duly signed by all members of the committee in the minutes.
- 3.12 The CAS promotions being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.
- 3.13 The incumbent teacher must be on roll and active service of the University on the date of consideration by the Committee for CAS Promotion.
- 3.14 If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.
- 3.15 Candidates who do not fulfill the minimum score requirement under the Score card based system will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has successfully got re-assessed.
- 3.16 If the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his/her promotion will be deemed to be from the later date of successful assessment.
- 3.17 If, however, the candidate finds that he/she fulfills the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from that date of fulfilling the criteria.

4. General Instructions

- 4.1 The eligibility as well as suitability of a candidate shall be considered based on the information provided by the applicant in the application.
- 4.2 All the items as mentioned in the application shall be supported by the attested relevant and authorized documents. Only such documents/records will be taken into consideration for award of marks.
- 4.3 Prescribed certificates should be obtained from competent authority on or before the last date of submission of application. In case of Centre of Excellence/Infrastructure created, certificate issued by the competent authority/ Universities/Directors in case of National Institutes only will be considered.
- 4.4 Any additional documents/ certificates/records given after the last date for submission of filled-in application shall not be considered for award of marks.
- 4.5 If a candidate has submitted more than one application prescribed for the same post before the last date, the latest application will be considered as valid for the purpose.
- 4.6 Interviews will be conducted by the Selection Committee duly constituted as per the Statutes of the University and the marks will be allotted as per the score-card including the performance in interviews and the decision of the Selection Committee shall be final.
- 4.7 The applicant should provide Bio-data/information as per the template/format provided for verification. The Selection Committee will allot the marks only based on the information submitted in the template/format.

- 4.8 Candidates with knowledge of Kannada shall be preferred for the Teaching/Research/ Extension post in the entry level in the University (mandatory for KVK posts).
- 4.9 Minimum marks prescribed for placing teachers/ library and equivalent faculty in the selection panel/ promotion

Sl No.	Name of the post	Direct Recruitment*	Promotion
1	Assistant Professor (Academic Level 10)	40	-
2	Assistant Professor (Academic Level 10 to 11)	-	60
3	Assistant Professor (Academic Level 11 to 12)	-	65
4	Associate Professor (Academic Level 13A) & (Academic Level 12to 13A)	50	70
5	Professor (Academic Level 14) & (Academic Level 13A to 14)	50	70
6	Senior Professor (Academic Level 14 to 15)	-	70

* For SC, ST, OBC (Non Creamy Layer) and Differently Abled / Specially abled category 05 marks relaxation is prescribed

5. COMPOSITION OF SELECTION COMMITTEE/ SCREENING CUM EVALUATION COMMITTEE FOR DIRECT RECRUITMENT AND CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS

The Selection Committee/Screening Cum Evaluation Committee for Direct Recruitment & CAS promotions shall be as follows.

(A) Composition of Selection Committee for

- (1) Direct recruitment of Assistant Professor/ Assistant Librarian and Equivalent cadre (Academic Level 10),
- (2) Direct recruitment of Associate Professor/Deputy Librarian and Equivalent cadre (Academic Level 13A)
- (3) Direct recruitment of Professor/Librarian and Equivalent cadre (Academic Level 14)
- (4) CAS promotion of Assistant Professor (Academic Level 12) to Associate Professor (Academic Level 13A)
- (5) CAS promotion of Associate Professor/Deputy Librarian and Equivalent cadre (Academic Level 13A) to Professor/Librarian and Equivalent cadre (Academic Level 14)
- (6) CAS promotion of Professor (Academic Level 14) to Senior Professor (Academic Level 15)
 - (i) Vice-chancellor who shall be the Chairperson of the Committee
 - (ii) An Academician not below the rank of Professor (Librarian for library posts) with minimum eight years of experience who is the nominee of the Chancellor
 - (iii) Three outside subject experts not below the rank of Professor (Librarian for library posts) having minimum 8 years of experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the University.

- (iv) Dean of the faculty.
- (v) Head(not below the rank of Professor/ Librarian for library posts)
- (vi) An academician (not below the rank of Professor/ Librarian for library posts) representing SC/ST/OBC/ Minority/ Women/ Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

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

(B) Composition of Screening cum Evaluation Committee for

- (1) CAS promotion of Assistant Professor/Assistant Librarian or equivalent cadres (Academic Level-10 to Academic Level-11)
- (2) CAS promotion of Assistant Professor/Assistant Librarian or equivalent cadres (Academic Level-11 to Academic Level-12)
 - (i) Vice-Chancellor or his/her nominee shall be the chairperson of the committee.
 - (ii) The Directors/Deans of the Faculty concerned;
 - (iii) The Head of the Department/Librarian for library posts, as the case may be and
 - (iv) One subject expert in the subject concerned subject nominated by the Vice-Chancellor.

At least **three members**, including one outside subject experts, shall constitute the quorum.

6. COUNTING OF PAST SERVICES FOR DIRECT RECRUITMENT AND PROMOTION UNDER CAS

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, should count for the direct recruitment and promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature, provided that:

- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be.
- (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer), Associate Professor (Reader) and Professor.
- (c) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- (d) The post was filled in accordance with the prescribed selection procedure as laid down in the Statutes of the University/State Government/Central Government/ Institutions concerned, for such appointments.
- (e) The previous appointment was not as guest lecturer for any duration, or an adhoc 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 adhoc or temporary service, without any break
- (f) No distinctions shall be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), while counting the past service under this clause.

7. Period of Probation & Confirmation

The period of Probation and Confirmation of teachers and equivalent cadre staff in the University shall be as stipulated in the Karnataka Civil Service (Probation) rules, 1977 and the Karnataka Civil Services (General Recruitment) rules, 2021 and orders issued there under from time to time.

8. Creation & filling up of posts of teachers

Without the sanction of the State Government no new posts be created and no recruitment shall be made to the posts in the University and affiliated colleges. However, the ratio of posts as prescribed by UGC/ICAR shall be adhered to accordingly,

- (1) Teaching posts in universities, as far as feasible, may be created in a pyramidal order, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professor, per Department.
- (2) All the sanctioned/approved posts in the university system shall be filled up on an urgent basis only after getting necessary approval of the State Government.

9. Qualification, Score card and Explanatory Note

The Minimum Qualifications, Score card indicating allotment of marks and detailed Explanatory note for direct recruitment and CAS promotion of various posts are provided in **ANNEXURE-A** and **ANNEXURE-B** respectively.

ANNEXURE-A

(Qualification and Score-card for Direct Recruitment)

- A1- Assistant Professor (Entry Level)
- A2- Associate Professor
- A3- Professor
- A4- Assistant Librarian (Entry Level)
- A5- Deputy Librarian
- A6- Librarian
- A7- University Librarian
- A8- Assistant Professor of Physical Education (Entry Level)

ANNEXURE- B

(Eligibility and Score-card for promotion under Career Advancement Scheme (CAS) – 2016)

- B1- Assistant Professor (Academic level 10 to Academic level 11).
- B2- Assistant Professor (Academic level 11 to Academic level 12)
- B3- Assistant Professor to Associate Professor (Academic level 12 to Academic Level 13 A)
- B4- Associate Professor to Professor (Academic level 13A to Academic Level 14)
- B5- Professor to Senior Professor (Academic Level 14 to Academic Level 15)
- B6- Assistant Librarian (Academic Level 10 to Academic Level 11)
- B7- Assistant Librarian (Academic Level 11 to Academic Level 12)
- B8- Assistant Librarian to Deputy Librarian (Academic Level 12 to Academic Level 13A)
- B9- Deputy Librarian to Librarian (Academic Level 13A to Academic Level 14)
- B10- Assistant Professor of Physical Education (Academic level 10 to Academic Level 11)
- B11- Assistant Professor of Physical Education (Academic level 11 to Academic level 12)
- B12- Assistant Professor of Physical Education to Associate Professor (Academic level 12 to Academic level 13A)
- B13- Associate Professor of Physical Education to Professor (Academic level 13A to Academic Level 14)

ANNEXURE - A

**Qualifications, Score card and Explanatory note for direct recruitment of teachers
in Agricultural Universities of Karnataka**

**A1 - Qualification and Score-card for the Direct Recruitment of
Assistant Professor (Entry Level)**

- | | |
|----|---|
| 1. | A Master's degree with at least 55% (For traditional System) or 60% (For Trimester System) or 70% (For Semester System) marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign University. A relaxation of 5% shall be allowed at the Master's level for the candidates as specified in 2.4 of guidelines. |
| 2. | <p>Besides fulfilling the above mentioned qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC/ICAR/CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for award of M. Phil./Ph.D. Degree) Guidelines, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET.</p> <p>Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009 shall be governed by the provisions of the then existing Guidelines of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of University Assistant Librarian positions in the Universities subject to the fulfillment of the following conditions:</p> <ul style="list-style-type: none">(a) The Ph.D. degree of the candidate has been awarded in a regular mode;(b) The Ph.D. thesis has been evaluated by at least two external examiners;(c) The Ph.D. viva voce of the candidate should have been conducted;(d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;(e) The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC/ICAR/ICSSR/ CSIR or any similar agency. |

Note : The fulfillment of these conditions is to be certified by the Registrar or the Dean of the University concerned.

Note : NET shall not be required for such Master's Programmes in disciplines for which NET is not conducted by the UGC, ICAR, CSIR or similar test accredited by the UGC, like SLET/SET.

Score-card

SN	Particulars	Maximum marks allotted
1.	Academic qualifications	35
2.	Medals/Awards/Recognitions	3
3.	Sports & Cultural/NCC/NSS	2
4.	Experience in the field of Library Science	5
5.	Scientific Publications	5
6.	Written Examination	40
7.	Interview performance	10
Total Marks		100

Explanatory Notes for Award of Mark

1	Academic Qualifications	Maximum marks = 35
(a)	Bachelor's Degree	<p>Maximum marks allotted = 15</p> <p>15 marks shall be awarded on Prorata basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/ OGPA 10 = 100% (Semester system) issued by the competent authority as under.</p> <p>(1) For candidates holding degree under Trimester/ Semester system, 60% gets 0.0 Mark and 100% gets 15 marks.</p> <p>(2) In case of candidates holding degree from traditional system/ Universities 50% gets 0.0 Mark and 100% gets 15 Marks.</p> <p><i>Note</i> : The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 point scale</p>
(b)	Master's Degree in the concerned subject	<p>Maximum marks allotted = 10</p> <p>10.00 Marks shall be awarded on Prorata basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/ OGPA (Semester system) issued by the competent authority as under.</p> <p>(1) For candidates holding degree under Traditional System/Universities with 55% gets 0.0 Mark and 100% gets 10 Marks, Trimester system with 60% gets 0.0 Mark and 100% gets 10 Marks, Under Semester system with 70% gets 0.0 Mark and 100% gets 10 Marks.</p> <p>(2) For candidates holding degree under Trimester system where equivalent certificate is not given, CGPA of 2 gets 0.0 Mark and 4 get 10 Marks.</p>

		<i>Note</i> : The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.
c)	Ph.D. Degree	<p>Maximum marks allotted = 08</p> <p>(1) Candidates obtaining Ph. D with Course Work of any Agricultural University/by any other University with 4+2+3 system - 08 Marks. (Trimester/Semester System)</p> <p>(2) Candidates obtaining Ph. D from Traditional University (3+2+3 system) with course work and Ph.D from foreign University without course work - 06 Marks.</p> <p><i>Note</i> : For basic subjects and social sciences 3+2+3 will be considered on par with 4+2+3.</p> <p>(3) Candidates obtaining Ph.D without course work or by research alone in other than foreign University – 04 Marks.</p> <p><i>Note</i> : Relevant document for having undergone course work to be enclosed.</p>
(d)	Additional qualifications	<p>Maximum marks = 2</p> <p>(1) Post-doctoral Fellow = 1 mark for each of 6 months and above & 0.5 mark for each of below 6 months.</p>
2	Medals / Awards	<p>Maximum marks = 3</p> <p>(1) International award = 3 Marks each - Award/ Medal/ Recognition</p> <p>(2) National award = 2 Marks each</p> <p>(3) State award = 01 Mark each</p> <p>(4) University Gold medal = 01 Mark each</p> <p>(5) Sponsored Gold medal awarded by University = 0.5 Mark each</p> <p>(6) Awards from Professional Society = 0.5 Mark for each.</p> <p>(7) Patent awarded by patent office of Govt. of India or International Patent awarded by recognized Agency/Institution = 1 Mark per patent</p> <p><i>If a candidate secures more than one medal/award for the same degree/ achievement, the highest award shall be considered for allotting marks (except American Bibliography and other non professional awards).</i></p>

3.	<p>Sports & cultural / NCC/ NSS (during the study period of Bachelor's degree & above)</p>	<p>Maximum marks = 2 Sports and Cultural :</p> <p>(1) Represented at International level in Sports/Cultural events (Representing Nation) = 01 Mark/event/year. (2) Represented at National level in Sports/cultural events (Representing State) = 0.5 Mark/ event/year. (3) Represented at the University level in Sports/Cultural Events = 0.25 Mark/ event /year.</p> <p>NCC : (1) Candidates possessing 'C' Certificate participating in the National Republic Day Parade = 01 Mark. (2) 'C' Certificate holders attended National Republic Day Camp/ Participating State Republic Day Parade = 0.75 Mark. (3) 'C' Certificate holders representing State Republic Day Camp = 0.5 Mark. (4) 'C' certificate holder = 0.25 mark.</p> <p><i>Note :</i> Sports & Games/Cultural events recognized by Association of Indian Universities (Sports Division), New Delhi shall only be considered</p> <p>NSS : (1) National award individual = 1.5 Mark. (2) State award individual = 01 Mark. (3) Participated in National Republic Day = 01 Mark. (4) Participated in State Republic Day = 0.5 Mark. (5) Adventure Camp in National Level = 0.5 Mark. (6) National integration camp representing University = 0.25 Mark.</p> <p><i>Note :</i> Certificate issued by Government of India / State Government /Competent Authority only be considered</p>
4.	<p>Experience in Teaching/ Research/ Extension : Experience in the cadre of Instructor / Research/ Asst. Extension. Guide/ Technical Assistant / Scientific Assistant/ Farm Manager/ Training Assistant, temporary appointments as Research Associate / Extension worker / Full time SRF/JRF (not leading to degree) Project Scientist /</p>	<p>Maximum marks = 5 Maximum marks allotted = 05</p> <p>(1) 0.125 Mark for each month of service in Teaching/ Research Assistant / Extension</p> <p><i>Note :</i> To be supported by relevant document issued by the Competent Authority.</p>

	University/ College/ Govt./ Specialist in an Departments/ Research Organizations / Boards/ Corporations/ ICAR Inst./Similar Institutes like ICMR, CSIR, NCERT, ICRISAT etc./ Krishi Vignana Kendras/ Statutory bodies/ International Organizations/ Nationalized Banks/ NGOs recognized by Government of Karnataka & Government of India.	
5.	Scientific Publications in the concerned field.	<p>Maximum marks allotted = 05</p> <p>(1) For full length papers published in refereed peer reviewed scientific journals at:</p> <p>a. International level = 1 Mark each.</p> <p>b. National level = 0.75 Mark each.</p> <p>(2) For Research Note/Abstracts published in Journal/ Seminars/ Symposia/ Conferences = 0.25 Mark each (Maximum = 2 marks).</p> <p>(3) Full length papers presented & published in Seminars/ Symposia/Conferences at: (Maximum = 2 Marks).</p> <p>(a) International level = 0.75 mark each.</p> <p>(b) National level = 0.5 mark each.</p> <p>©. University level = 0.25 mark each.</p> <p>(4) Books written by individuals published by Universities/ National Institutes/ Govt. Departments/ Standard Commercial Publishers not below 100 pages = 1 Marks each (Maxium = 02 marks).</p> <p><i>Note</i> : Translation books carry 50% marks.</p> <p>(5) Research Bulletins/Extension Bulletins/ Chapters in Books published by Universities/National Institutes/ Govt. Departments/ Standard Commercial Publishers/ Training Manuals/ Laboratory Manuals = 0.25 mark each. (Maximum= 01 marks)</p> <p>(6) Extension leaflets/Folders/Brochures Published by Universities/National Institutes/Govt. Departments = 0.25</p>

		<p>mark (Maximum = 01 mark).</p> <p>(7) Popular articles published in leading Dailies / Institutional / Govt. Dept.-Periodicals/ Radio talks/TV programmes / Phone-in programmes = 0.25 mark each (Maximum = 01 mark).</p> <p><i>Note : (a) All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in applications.</i></p> <p><i>(b) The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.</i></p>
6.	Written examination	Maximum marks allotted = 40
7.	Performance in the interview	Maximum marks allotted = 10

A2- Qualification and Score-card for Direct Recruitment of Associate Professor

1. A Good academic record, with a Ph.D. Degree in the concerned/related disciplines.
2. A Master's Degree with at least 55% marks (For Traditional System) or 2.5 out of 4.00 (For Trimester System) or 7.00 out of 10.00 (For Semester System). A relaxation of 5% shall be allowed at the Master's level for the candidates as specified in 2.4 of guidelines
3. A minimum of eight years of regular service of Teaching/Research/Extension in an academic/research position equivalent to that of Assistant Professor in a University, College or Research Institutions Recognized by Central / State Govts. and a minimum of 07 publications in the peer-reviewed or NAAS rated or UGC-listed journals.
4. Significant contribution to Teaching/ Research/Extension with minimum score as stipulated in the prescribed Score-card.

Score-card

SN	Particulars	Maximum marks allotted
1.	Academic Qualifications	15
2.	Academic Experience	10
	(a) Experience in Teaching/Research/Extension in the cadre of Assistant Professor(over and above minimum service)	[06]
	(b) Outstation experience in the cadre of Assistant Professor.	[04]
3.	Scientific publications in the cadre of Assistant Professor.	20
4.	Special Awards/ Medals/ Fellowships/ Recognition for academic excellence in the cadre of Assistant Professor.	05
5.	Attainment in the professional field in the cadre of Assistant Professor	20
6.	Externally funded Projects operated& Projects/Funds allotted by University/Government in the cadre of Assistant Professor	07
7.	Organizing Symposia Seminars/ Summer Institutes/ Winter Institutes/ Refresher Courses/ Workshops and Training Programmes as Assistant Professor.	08
8.	Confidential reports for the preceding 5 years in the cadre of Assistant Professor	05
9.	Performance in the Interview	10
	Total Marks	100

EXPLANATORY NOTES FOR AWARD OF MARKS

1	Academic Qualifications	Maximum marks = 15
(a)	Bachelor's Degree	<p>Maximum marks allotted = 03</p> <p>3 Marks shall be awarded on Prorata basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/ OGPA (Semester system) issued by the competent authority as under.</p> <p>(1) For candidates holding degree under Semester system, 60% gets 0.0 Mark and 100% gets 3 Marks.</p> <p>(2) For candidates holding degree under Trimester system where equivalent percentage certificate is not furnished CGPA of 2.00 gets 0.0 Mark and 4.0 gets 3 Marks.</p> <p>(3) In case of candidates holding degree from traditional system / Universities 50% gets 0.0 Mark and 100% gets 3 Marks.</p> <p>Note : The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</p>

(b)	Master's Degree in the concerned subject.	<p>Maximum marks allotted = 03</p> <p>3 marks shall be awarded on Prorata basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/ OGPA (Semester system) issued by the competent authority as under:</p> <p>(1) For candidates holding degree under Semester system, 70% gets 0.0 Mark and 100% gets 3 Marks.</p> <p>(2) For candidates holding degree under Trimester system where equivalent percentage certificate is not furnished CGPA of 2.5 gets 0.0 Mark and 4.0 gets 3 Marks.</p> <p>(3) In case of candidates holding degree from traditional system Universities, 55% gets 0.0 Mark and 100% gets 3 Marks.</p> <p><i>Note</i> : The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</p>
(c)	Ph.D. Degree	<p>Maximum marks allotted = 03</p> <p>(1) Candidates obtaining Ph. D with Course Work of any Agricultural University/by any other University with 4+2+3 system = 3 Marks (Trimester/ Semester system).</p> <p>(2) Candidates obtaining Ph. D from Traditional University (3+2+3 system) with course work and Ph.Ds from foreign Universities without course work - 2 Marks.</p> <p><i>Note</i> : For basic science subjects and social sciences 3+2+3 will be considered on par with 4+2+3.</p> <p>(3) Candidates obtaining Ph. D without course work or by research alone in any University - 1 Marks</p> <p><i>Note</i> : Relevant document for having the course work to be enclosed</p>
(d)	Higher Training/PG Diploma in the academic field.	<p>Maximum marks allotted = 02</p> <p>(1) Post-doctoral fellow = 1 Marks for each of 6 months and above, 0.5 mark for each of below 6 months.</p> <p>(2) PG diploma not less than ten months/ M.Phil = 0.5 Mark (max 1 mark)</p> <p>(3) Higher academic Training in recognized academic/scientific professional institutions (10 days and above) = 0.25 Mark for each training (max 01 marks)</p>
(e)	Medals/ Awards/ Recognitions obtained for academic excellence.	<p>Maximum marks allotted = 04</p> <p>(1) International award = 3 Marks each - Award/ Medal/ Recognition.</p> <p>(2) National award = 2 Marks each</p>

		<p>(3) State award = 01 Mark each</p> <p>(4) University Gold medal = 01 Mark each</p> <p>(5) Sponsored Gold medal awarded by University = 0.5 Mark each</p> <p>(6) Awards from Professional Society = 0.5 Mark for each.</p> <p><i>Note</i> : If a candidate secures more than one medal/award for the same degree/ achievement, the highest award shall be considered for allotting marks (except American Bibliography and other nonprofessional awards).</p>
2	Academic Experience	Maximum Marks allotted = 10
(a)	Experience in Teaching/ Research/ Extension in the cadre of Assistant Professor. over and above minimum service	Maximum marks allotted = 03 01 mark for each year
(b)	International Experience in cadre of Assistant Professor or equivalent in Teaching/ Research/ Extension	Maximum marks allotted = 03 01 mark for each year
(c)	Outstation experience in the cadre of Assistant Professor.	Maximum marks allotted = 04 (1) A/B class city – Nil (2) C class city = 1 mark for each year of service (3) Other places - 2 mark for each year of service
3.	Scientific publications in the cadre of Assistant Professor.	Maximum marks allotted = 20 (1) For full length research papers published in refereed Scientific Journals: NAAS rated journals- (a) Rating 6 and above = 02 marks (b) Rating 5 to 5.99 = 1.5 marks (c) Rating 4 to 4.99 = 01 marks (d) Rating Less than 4 = 0.50 marks (e) Research note/ Full Length Paper published in refereed / UGC Listed journals = 0.25 marks each (2) Full length research papers presented & published in Seminars/ Symposia/Conferences proceedings: (Maximum = 7 Marks) (a) International level = 1 Mark each (b) National level = 0.5 Mark each

		<p>(3) For Research Note/Abstracts/short communication/Poster presentation published in Seminar/Symposium/ Conferences = 0.5 and 0.25 Marks each for International and National respectively (Maximum = 6 marks)</p> <p>(4) Books published by individuals = 2 marks each (Maximum = 4 Marks).</p> <p>Note : Translation books carried 50% marks.</p> <p>(5) Research Bulletins/Extension Bulletins/ Chapters in Books published by Universities/National Institutes/ Government Departments/Standard Commercial Publishers/Training Manuals/e-notes = 0.25 Mark each (Maximum = 3 Marks)</p> <p>(6) Extension Leaflets/ Folders/ Brochures/ published by Universities/National Institutes/Government Departments/ Standard Commercial publishers = 0.25 Mark each (Maximum = 3 marks).</p> <p>(7) Popular articles published in leading Dailies/ Institutional/ Govt. Departmental Periodicals/Radio talks/TV programmes/ Phone-in programmes = 0.25 Mark each (Maximum = 3marks)</p> <p>Note : (1) All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.</p> <p>(2) The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.</p>
4.	<p>Special Awards/ Medals/ Fellowships/recognition for Professional excellence in Teaching/ Research/ Extension in the cadre of Assistant Professor</p>	<p>Maximum Marks allotted = 05</p> <p>(1) International Awards = 3 Marks each (2) National Awards = 2.5 Marks each (3) State level Awards = 2 Marks each (4) University Level Awards = 1.5 Mark each (5) Any Awards/Medals/Recognitions from Professional Societies = 1 Mark each.</p> <p>Note : For Team Awards / Medals Recognitions the leader gets full marks and each Associate gets 50% of the marks assigned above.</p>

Explanatory Note for Medals/Awards/Recognitions :

- (1). *International award means, the award given by the organizations which are of international repute and established by the international funding to further the research needs of the international community (e.g., CGIAR, DST/DBT/INSA/Common wealth/US Indian Education Fund/Indo-African/ Full Bright/ FAO/ UNO etc) recognized by Govt. of India/International Bodies (Other than Professional Societies.)*
- (2). National level award means, the award secured at the National level in recognition of significant professional achievements.

<p>(3). (4). (5).</p>	<p>State award means, the award initiated by the State Government in recognition of significant professional achievements.</p> <p>University level award means, any award given at the University level.</p> <p>Professional Society awards means, any award given by Registered Scientific Societies/Bodies in recognition of significant professional achievements.</p>
<p>5. Attainment in the professional field in the cadre of Assistant Professor. (Attainment in addition to his / her regular Teaching / Research / Extension activities)</p>	<p>Maximum Marks allotted = 20</p> <p>(1) Performing other works such as Technical administration/ Sports & Cultural activities/ Wardens/ Tour Leaders / Co-ordinators Co-ordinators of Examination/ Farm Management/ Participation: in Bi-monthly / Tri monthly NAEP Workshops/ working as Staff Advisors/RAWE Co-ordinator/ Hands on Training (HOT)/ Report compilation of the respective units / Directorates, preparation of CDs and any such corporate work = 0.5 Mark per activity per year (Maximum 3 marks)</p> <p>(2) (i) For every PG student guided as Chairman</p> <p>(a) Ph.D. Student = 1 Mark for each student.</p> <p>(b) M.Sc. Student = 0.5 Mark for each student.</p> <p>(ii) For every PG student guided as Member of Advisory Committee</p> <p>(a) Ph.D. Student = 0.5 Mark for each student.</p> <p>(b) M.Sc. Student = 0.25 Mark for each student.</p> <p>(Maximum 3 marks)</p> <p>(1) New course designed, teaching (e-course / MOOC course) aids developed etc. = 1 Mark for each activity. (Maximum 2Marks)</p> <p>(2) Registration of varieties/ Genotypes of plants/ microorganisms, bio agents and insects pests of significance in Agriculture in PPVFRA/ Gene Bank Accession Number issued by NCBI/ NBPGR/NBAIR/ National Bureau of Fish and Animal Resources/ Release of Variety / Technology / Prototypes developed = 2 Marks each for PI / Leader and for Co-PI / Collaborator/Associates = 0.5 Marks each.</p> <p>(Maximum 6 Marks)</p> <p>(3) Patents Obtained = 03 marks for PI and 1.5 marks for Co-PI for each and Filing Patents = 1.5 Marks for PI and 0.75 marks for Co-PI for each. (Maximum 6 Marks)</p> <p>(4) For diffusion of each Variety/ Technology / Prototype among farmer's / users work assigned with line departments =1 Mark each. (Maximum 3 Marks)</p>

		(5) Service rendered by carrying out full time Corporate activities to support the University's academic / General administration in the cadre of Assistant Professor such as Assistant Registrar Technical Officer/ Bakery Training Unit/ Editor-Communication Centre/Editor-National Journal/International Journal/ Reviewer of International Journal/ADSW / DDSW/ Co-coordinator for examination, NSS/NCC Programme Officers & coordinators, Seed production activity of BS/FS/CS/TL Seeds and any such corporate work= 1.00 Mark per year. (Maximum 6 marks)
6.	A. Externally funded Projects (Competitive Mode) operated as Assistant Professor.	<p>Maximum marks allotted = 07 (A & B)</p> <p>(1) Projects outlay up to 05 Lakhs = 1 Mark per Project as PI and 0.5 Mark per Project as Co PI.</p> <p>(2) Projects outlay of above 5.1 Lakhs up to 10 Lakhs = 2 Marks per Project as PI and 1 Mark per Project as Co PI.</p> <p>(3) Projects outlay of above Rs.11 Lakhs up to 20 Lakhs = 3 marks per Project as PI and 1.5 Marks per Project as Co PI.</p> <p>(4) Projects outlay of Rs.21 Lakhs up to 50 Lakhs = 4 Marks per Project as PI and 2 Marks per Project as Co- PI.</p> <p>(5) Project outlay of above 51 Lakhs = 5 Marks per project as PI and 2.5 Marks per project as Co-PI.</p>
B.	Projects/funds allotted to teachers by university / Government.	<p>(1) Projects outlay up to 05 Lakhs = 0.6 Mark per Project as PI and teachers by University/ 0.3 mark per Project as Co PI.</p> <p>(2) Projects outlay of above 5.1 Lakhs up to 10 Lakhs = 1.2 Marks per Project as PI and 0.6 mark per Project as Co PI.</p> <p>(3) Projects outlay of above Rs.11 Lakhs up to 20 Lakhs = 1.8 Marks per Project as PI and 0.9 marks per Project as Co PI.</p> <p>(4) Projects outlay of Rs.21 Lakhs up to 50 Lakhs = 2.4 Marks per Project as PI and 1.2 Mark per Project as Co- PI.</p> <p>(5) Project outlay of above 51 Lakhs = 03 Marks per project as PI and 1.5 Marks per project as Co-PI.</p> <p><i>Note : A valid certificate obtained from the concerned controlling Officer and duly countersigned by the concerned Officers/ Heads of the Directorates shall be submitted in support of their claims.</i></p>
7.	A. Organizing Symposia Seminars/ Summer Institute/ Winter Institutes/ Refresher Courses/ Workshops and Training Programmes as Assistant Professor.	<p>Maximum marks allotted = 08</p> <p>(1) For conducting / Organizing Symposia / Seminars / Summer Institute / Winter Institute/ Refresher courses / Workshops / Training Programmes at:</p>

		<p>(a) International level = 3 Marks per activity as Leader / Director; 1.5 Marks per activity as Associate Leader / Co Director.</p> <p>(b) National level = 2 Marks per activity as Leader / Director; 1 marks per activity as Associate Leader / Co-Director.</p> <p>(c) University level = 1 Marks per activity as Leader/ Director; 0.5 Mark per activity as Associate Leader/ Co - Director.</p> <p>(d) Webinars = 0.5 marks per activity as Leader/ Director and 0.25 marks per activity as Associate Leader/ Co Director.</p> <p>(2) For participating in Symposia / Seminars/ Summer Institutes / Winter Institutes / Refresher courses / Workshops / Training Programmes as Resource Person to impart training = 0.25Mark each (Maximum = 3 Marks).</p>
8.	Confidential reports for the preceding five years in the cadre as Assistant Professor.	<p>Maximum marks allotted = 05 marks.</p> <p>Grading given by the Reporting Officer :</p> <p>(1) A/A+/A- = 1 mark per year.</p> <p>(2) B/B+/B- = 0.75 mark per year.</p> <p>(3) C/C+/C- = 0.5 mark per year.</p> <p>Note : In case the confidential reports of a candidate for the assessment period are not satisfactory and if the candidate has been inflicted with penalties on Statutory enquiry he will get no marks for major punishments and 50% marks for minor punishments out of the total marks earmarked for confidential reports.</p>
9.	Performance in the Interview.	Maximum marks allotted = 10

A-3 Qualification and Score-card for Direct Recruitment of Professor	
1.	An eminent scholar having a Ph. D degree in the concerned/ related discipline, and published work of high quality, actively engaged in research with evidence of published work, with a minimum of 10 research publications in the peer reviewed/ NAAS / UGC listed journals.
2.	A minimum of ten years of teaching Service in university as Assistant Professor / Associate Professor and / or research / extension experience at equivalent level, out of which 2 years of service/experience in the cadre of Associate Professor (Pre revised scale = 37400-67000+9000 AGP or equivalent to new scale) shall be mandatory.

Score-card

1.	Academic Qualifications.	15
2.	Academic Experience.	10
	(a) Experience in Teaching/Research/Extension/ Corporate activities (University) in the cadre of Associate Professor. (Over and above 2 years as Associate Professor)	[06]
	(b) Outstation experience in the cadre of Assistant Professor and above.	[04]
3.	Scientific publications in the cadre of Assistant Professor and above.	20
4.	Special Awards/ Medals/ Fellowships/ Recognition for academic excellence in the cadre of Assistant Professor and above.	10
5.	Attainment in the professional field in the cadre of Assistant Professor and above.	12
6.	Externally funded Projects operated & Projects/Funds allotted by University/Government in the cadre of Assistant Professor and above.	10
7.	Organizing Symposium Seminar/ Summer Institute/ Winter Institutes/ Refresher Courses/ Workshops and Training Programme as in the cadre of Assistant Professor and above.	08
8.	Confidential reports for the preceding 5 years	05
9.	Performance in the Interview.	10
Total Marks :		100

EXPLANATORY NOTES FOR AWARD OF MARKS

1	Academic Qualifications	Maximum Marks allotted = 15
(a)	Bachelor's Degree.	<p>Maximum Marks allotted = 03 3 Marks shall be awarded on Pro rata basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester System) / OGPA (Semester System) issued by the competent authority as under.</p> <ol style="list-style-type: none"> (1) For candidates holding degree under Semester system, 60% gets 0.0 Mark and 100% gets 3 Marks. (2) For candidates holding degree under Trimester system where equivalent percentage certificate is not furnished CGPA of 2.00 gets 0.0 Mark and 4.0 gets 3 Marks. (3) In case of candidates holding degree from traditional system/ Universities 50% gets 0.0 Mark and 100% gets 3 Marks. <p><i>Note</i> : The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale</p>
(b)	Master's Degree in the concerned subject.	<p>Maximum Marks allotted = 03 3 marks shall be awarded on Pro rata basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/ OGPA (Semester system) issued by the competent authority as under:</p> <ol style="list-style-type: none"> (1) For candidates holding degree under Semester system, 70% gets 0.0 Mark and 100% gets 3 Marks. (2) For candidates holding degree under Trimester system where equivalent percentage certificate is not furnished CGPA of 2.5 gets 0.0 Mark and 4.0 gets 3 Marks. (3) In case of candidates holding degree from traditional system/ Universities, 55% gets 0.0 Mark and 100% gets 3 Marks. <p><i>Note</i> : The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</p>
(c)	Ph.D. Degree.	<p>Maximum Marks allotted = 03</p> <ol style="list-style-type: none"> (1) Candidates obtaining Ph.D with Course Work of any Agricultural University/by any other University with 4+2+3 system = 3 Marks (Trimester/ Semester system) (2) Candidates obtaining Ph.D from Traditional University (3+2+3 system) with course work and Ph.Ds from foreign Universities without course work = 2.5 Marks.

		<p>Note : For basic science subjects and social sciences 3+2+3 will be considered on for with 4+2+3. (3) Candidates obtaining Ph. D without course work or by research alone in any University = 1.5 Marks.</p> <p>Note : <i>Relevant document for having then course work to be enclosed.</i></p>
(d)	Higher Training/PG Diploma in the academic field.	<p>Maximum marks allotted = 02</p> <p>(1) Post-doctoral fellow = 1 Marks for each of 6 months and above.</p> <p>(2) PG diploma not less than ten months/ M. Phil. = 1 Mark for each certificate.(Maximum: 0.5 Mark)</p> <p>(3) Higher academic Training in recognized Academic/Scientific/ Professional Institutions (10 days & above) = 0.25 Mark for each training.</p>
(e)	Medals/ Awards/Recognitions obtained for academic excellence.	<p>Maximum marks allotted = 04</p> <p>(1) International award = 3 Marks each - Award/ Medal/ Recognition.</p> <p>(2) National award = 2 Marks each</p> <p>(3) State award = 01 Mark each</p> <p>(4) University Gold medal = 01 Mark each</p> <p>(5) Sponsored Gold medal awarded by University=0.5 Mark each</p> <p>(6) Awards from Professional Society = 0.5 Mark for each.</p> <p>Note : If a candidate secures more than one medal/award for the same degree/ achievement, the highest award shall be considered for allotting marks (except American Bibliography and other non professional awards)</p>
2	Academic Experience	Maximum marks allotted = 10
(a)	Experience in Teaching/ Research/ Extension/ Corporate activities in the cadre of Associate professor over and above 02 years as Associate Professor.	<p>Maximum marks allotted = 03</p> <p>2 marks for each year.</p>
(b)	International Experience in cadre of Associate Professor or equivalent in Teaching/ Research/Extension	<p>Maximum marks allotted = 03</p> <p>01 mark for each year</p>

(c)	Outstation experience in the cadre of Assistant Professor and above	<p>Maximum marks allotted = 04</p> <p>(1) A/B class city = Nil.</p> <p>(2) C class city = 1.5 marks for each year of service.</p> <p>(3) Other than 'C' City = 2.5 marks for each year of service.</p> <p><i>If the service rendered in previous cadres (Assistant Professor & above)</i></p> <p>(1) A/B class city = Nil.</p> <p>(2) C class city = 0.75 mark for each year of service.</p> <p>(3) Other than 'C' City = 1.25 marks for each year of service</p>
3.	Scientific publications in the cadre of Assistant professor and above	<p>Maximum Marks allotted = 20</p> <p>(1) For full length research papers published in refereed Scientific Journals :</p> <p>NAAS rated journals-</p> <p>(a) Rating 6 and above = 02 Marks</p> <p>(b) Rating 5 to 5.99 = 1.5 Marks</p> <p>(c) Rating 4 to 4.99 = 01 Marks</p> <p>(d) Rating Less than 4 = 0.50 Marks</p> <p>(e) Research note/ Full Length paper published in refereed/ UGC Listed journals = 0.25 Marks each</p> <p>(2) Full length research papers presented & published in Seminars/ Symposia/Conferences proceedings: (Maximum = 7 Marks)</p> <p>a) International level = 1 Mark each</p> <p>b) National level = 0.5 Mark each</p> <p>(3) For Research Note/Abstracts/short communication/Poster presentation published in Seminar/Symposium/ Conferences = 0.5 and 0.25 Marks each for International and National respectively (Maximum = 6 Marks)</p> <p>(4) Books published by individuals = 2 Marks each (Maximum = 4 Marks). Note : Translation books carried 50% marks.</p> <p>(5) Research Bulletins/ Extension Bulletins/ Chapters in Books published by Universities/ National Institutes/ Government Departments/Standard Commercial Publishers/ Training Manuals/e-notes = 0.25 Mark each (Maximum = 3 Marks)</p>

		<p>(6) Extension Leaflets/Folders/Brochures/ published by Universities/ National Institutes/Government Departments/ Standard Commercial publishers = 0.25</p> <p>Mark each (Maximum = 3 Marks).</p> <p>(7) Popular articles published in leading Dailies/ Institutional/Govt. Departmental Periodicals/Radio talks/TV programmes/ Phone-in programmes = 0.25</p> <p>Mark each (Maximum = 3 Marks)</p> <p><i>Note</i> : (1) <i>All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.</i></p> <p>(2) <i>The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item</i></p>
4.	<p>Special Awards/Medals/ Fellowships/ recognition for Professional excellence in Teaching/ Research/ Extension in the cadre of Associate Professor and above.</p>	<p>Maximum marks allotted = 10</p> <p>(1) International Awards = 5 Marks each</p> <p>(2) National Awards = 4 Marks each</p> <p>(3) State level Awards = 3.5 Marks each</p> <p>(4) University level Awards = 2.5 Mark each</p> <p>(5) Any Awards/Medals/Recognitions from Professional Societies (except American Bibliography Award/Non – Professional Awards) = 1.5 Mark each.</p> <p><i>Note</i> : <i>For Team Awards / Medals / Recognitions the leader gets full marks and each Associate gets 50% of the marks mentioned above.</i></p> <p><i>Note</i> : <i>If the award is obtained in the previous cadres</i></p> <p>(1) International Awards = 2.50 Marks each.</p> <p>(2) National award = 2.00 Marks each</p> <p>(3) State Awards = 1.75 Marks each.</p> <p>(4) University level Awards = 1.25 Marks each.</p> <p>(5) Any Awards/Medals/Recognitions from Professional Societies (except American Bibliography Award/Non – Professional Awards) = 0.75 Mark each.</p>

Explanatory Note for Medals/Awards/Recognitions:

- (1) International means, the awards given by the organizations which are of international repute and established by the international funding to further the research need of the international community (E.g. CGIAR DST/DBT/INSA/Common wealth/US Indian Education Fund/Indo-African/ Full Bright/ FAO/ UNO etc) recognized by Govt. of India/International Bodies (Other than Professional Societies.)

- (2) National level awards means, the awards secured at the National level in recognition of significant professional achievements.
- (3) State award means, the awards initiated by State Government in recognition of significant professional achievements.
- (4) University level Award means, any award given at the University level.
- (5) Professional Society Awards means, any award given by Registered Professional Scientific Societies/ Bodies in recognition of significant professional achievements

<p>5. Attainment in the professional field in the cadre of Assistant Professor and above. (Attainment in addition to his / her regular Teaching / Research / Extension activities)</p>	<p>Maximum marks allotted = 12</p> <ol style="list-style-type: none"> (1) Performing other works such as Technical administration/ Sports & Cultural activities/ Wardens/ Tour Leaders / Co-ordinators & Assistant Co-ordinators of examination/ Farm Management/ Participation in Bi-monthly / Tri monthly NAEP Workshops/ working as Staff Advisors/RAWE Co-ordinator/ Hands on Training (HOT)/ Report compilation of the respective units / Directorates, preparation of CDs and any such corporate work = 0.5 Mark per activity per year (Maximum 3 Marks) (2) <ol style="list-style-type: none"> (i) For every PG student guided as Chairman <ol style="list-style-type: none"> (a) Ph.D. Student = 1 Mark for each student. (b) M.Sc. Student = 0.5 Mark for each student. (ii) For every PG student guided as Member of Advisory Committee <ol style="list-style-type: none"> (a) Ph.D. Student = 0.5 Mark for each student. (b) M.Sc. Student = 0.25 Mark for each student. (3) New course designed, teaching (e-course / MOOC course) aids developed etc. = 1 Mark for each activity. (Maximum 2 Marks) (4) Registration of varieties/ Genotypes of plants/ microorganisms, bio agents and insects pests of significance in Agriculture in PPVFRA/ Gene Bank Accession Number issued by NCBI/ NBPGR/NBAIR/ National Bureau of Fish and Animal Resources/ Release of Variety / Technology / Prototypes developed = 2 Marks each for PI / Leader and for Co-PI / Collaborator/Associates = 0.5 Marks each. (Maximum 6 Marks) (5) Patents Obtained = 03 marks for PI and 1.5 marks for Co-PI for each and Filing Patents = 1.5 Marks for PI and 0.75 marks for Co-PI for each. (Maximum 6 Marks)
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		<p>(6) For diffusion of each Variety/ Technology/ Prototype among farmers / users work assigned with line departments = 1 mark each. (Maximum 3 marks)</p> <p>(7) Service rendered by carrying out full time Corporate activities to support the University's academic / General administration in the cadre of Assistant Professor/ Associate Professor such as Assistant Registrar/Technical Officer/ Bakery Training Unit/ Editor-Communication Centre/Editor-National Journal/ International Journal/ Reviewer of International Journal / ADSW / DDSW/ Co-coordinator for examination, NSS/ NCC Programme Officers & coordinators, PG/Seminar coordinators, Seed production activity of BS/FS/CS/TL Seeds and any such corporate work = 1.00 marks per year. (Maximum 6 marks)</p>
6.	A. Externally funded Projects operated in the cadre of Assistant Professor and above	<p>Maximum marks allotted = 10 (A&B)</p> <p>(1) Projects outlay up to 05 Lakhs = 1 Mark per Project as PI and 0.5 Mark per Project as Co PI.</p> <p>(2) Projects outlay of above 5.1 Lakhs up to 10 Lakhs = 2 Marks per Project as PI and 1 Mark per Project as Co PI.</p> <p>(3) Projects outlay of above Rs.11 Lakhs up to 20 Lakhs = 3 marks per Project as PI and 1.5 Marks per Project as Co PI.</p> <p>(4) Projects outlay of Rs.21 Lakhs up to 50 Lakhs = 4 Marks per Project as PI and 2 Marks per Project as Co- PI.</p> <p>(5) Project outlay of above 51 Lakhs = 5 Marks per project as PI and 2.5 Marks per project as Co-PI.</p>
	B. Projects/funds allotted to teachers by the UAS/ Government during previous 5 years.	<p>(1) Projects outlay up to 05 Lakhs = 0.6 Mark per Project as PI and 0.3 mark per Project as Co PI.</p> <p>(2) Projects outlay of above 5.1 Lakhs up to 10 Lakhs = 1.2 Marks per Project as PI and 0.6 mark per Project as Co PI.</p> <p>(3) Projects outlay of above Rs.11 Lakhs up to 20 Lakhs = 1.8 Marks per Project as PI and 0.9 marks per Project as Co PI.</p> <p>(4) Projects outlay of Rs.21 Lakhs up to 50 Lakhs = 2.4 Marks per Project as PI and 1.2 Mark per Project as Co- PI.</p> <p>(5) Project outlay of above 51 Lakhs = 3 Marks per project as PI and 1.5 Marks per project as Co-PI.</p> <p><i>Note : A valid certificate obtained from the concerned controlling Officer and duly countersigned by the concerned Officers / Heads of the Directorates shall be submitted in support of their claims.</i></p>

7.	A. Organizing Symposia Seminars/Summer Institutes/ Winter Institutes/ Refresher Courses/Workshops and Training Programme in the cadre of Assistant Professor and above.	<p>Maximum marks allotted = 08</p> <p>(1) For conducting / Organizing Symposia/Seminars / Summer Institutes / Winter Institutes/Refresher Courses / Workshops / Training Programmes at</p> <p>(a) International Level = 4 Marks per activity as Leader/Director; 2 Marks per activity as Associate Leader/Co-Director.</p> <p>(b) National level = 3 Marks per activity as Leader/Director; 1.5 Marks per activity as Associate Leader / Co-Director.</p> <p>(c) University level = 2 marks per activity as Leader/Director; 1 mark per activity as Associate Leader/Co – Director.</p> <p>(d) Webinars= 0.5 marks per activity as Leader/ Director and 0.25 marks per activity as Associate Leader/ Co-Director.</p> <p>(2) For participating in Symposia/Seminars / Summer Institutes / Winter Institutes/Refresher Courses / Workshop/Training Programmes as Resource Person to impart training 0.25 Marks per activity (Maximum = 2 Marks)</p>
8.	Confidential reports for the preceding 5 years	<p>Maximum marks allotted = 05 marks.</p> <p>Grading given by the Reporting Officer:</p> <p>(1) A/A+ / A- = 1 Mark per year.</p> <p>(2) B/B+/B- = 0.75 Mark per year.</p> <p>(3) C/C+/C- = 0.5 Mark per year.</p> <p>Note : In case the confidential reports of a candidate for the assessment period are not satisfactory and if the candidate has been inflicted with penalties on Statutory enquiry he will get no marks for major punishments and 50% marks for minor punishments out of the marks ear marked for confidential reports.</p>
9.	Performance in the	Maximum marks allotted = 10

A-4 Qualification and Score-card for the Direct Recruitment of Assistant Librarian (Entry Level)

1. A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree from an Indian University, or an equivalent degree from an accredited foreign university, with 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and a consistently good academic record, with knowledge of computerization of a library. A relaxation of 5% shall be allowed at the Master's level for the candidates as specified in 2.4 of guidelines.
2. The candidate must have cleared the National Eligibility Test (NET) conducted by the UGC/ICAR/CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for award of M.Phil./Ph.D. Degree) Guidelines, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET.

Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009 shall be governed by the provisions of the then existing Guidelines of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of University Assistant Librarian positions in the Universities subject to the fulfillment of the following conditions:

The Ph.D. degree of the candidate has been awarded in a regular mode;

- (a) The Ph.D. thesis has been evaluated by at least two external examiners;
- (b) The Ph.D. viva voce of the candidate should have been conducted;
- (c) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
- (d) The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC/ICAR/ICSSR/ CSIR or any similar agency.

Note : The fulfillment of these conditions is to be certified by the Registrar or the Dean of the University concerned.

Note : NET shall not be required for such Master's Programmes in disciplines for which NET is not conducted by the UGC, ICAR, CSIR or similar test accredited by the UGC, like SLET/SET.

Score-card

SN.	Particulars	Maximum marks allotted
1.	Academic qualifications	35
2.	Medals/Awards/Recognitions	3
3.	Sports & Cultural/NCC/NSS	2
4.	Experience in the field of Library Science	5
5.	Scientific Publications	5
6.	Written Examination	40
7.	Interview performance	10
Total Marks		100

Explanatory Notes for Award of Marks

1	Academic Qualifications	Maximum marks allotted = 35
(a)	Bachelor's Degree (any degree minimum of three years)	<p>Maximum marks = 6</p> <p>Marks shall be awarded on Prorata basis on the basis of 50% = 0 marks, 100% = 6 marks.</p> <p>(1) For candidates obtaining degree on regular mode = 6 marks.</p> <p>(2) For candidates obtaining degree on external/ distance mode = 3 marks.</p> <p><i>Note : The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 point scale.</i></p>
(b)	Master's Degree in Library and information science	<p>Maximum marks = 15</p> <p>Marks shall be awarded on Prorata basis was 55% = 0 marks. 100% = t 15 marks.</p> <p>(1) For candidates obtaining degree on regular mode = 15 marks and</p> <p>(2) For candidates obtaining degree on external/ distance mode = 7 marks.</p> <p><i>Note : The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 point scale.</i></p>
(c)	M. Phil in Library and Information Science	<p>Maximum marks = 04</p> <p>Marks shall be awarded on Prorata basis on the basis of 50% = 0 marks, 100% = 04 marks</p> <p>(1) For candidates obtaining degree on regular mode = 04 marks</p> <p>(2) For candidates obtaining degree on external/ distance mode = 02 marks.</p> <p><i>Note : The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 point scale.</i></p>
(d)	Ph.D. Degree	<p>Maximum marks = 8</p> <p>(1) Ph.D. with course work = 8 marks</p> <p>(2) Ph.D. without Course work = 6 marks</p> <p><i>Note : Relevant document for having undergone course work to be enclosed along with Ph.D. Degree Certificate.</i></p>
(e)	Additional qualifications :	<p>Maximum marks = 2</p> <p>(1) Post-doctoral Fellow = 1 mark for up to 6 months and 2 marks above 6 months.</p>

		<p>(2) PG diploma of not less than ten months duration - 0.5 marks for each certificate (max. 1 mark).</p> <p>(3) Higher academic training in a recognized academic/scientific/professional institution (21 days and above = 1 mark for each training; 10 days and above = 0.5 mark for each training)</p>
2.	Medals / Awards / Recognitions (during Bachelor's degree & above)	<p>Maximum marks = 3</p> <p>(1) International award = 3 Marks each</p> <p>(2) National award = 2.5 Marks each</p> <p>(3) State award = 2 marks each</p> <p>(4) University Gold Medal = 1.5 marks each</p> <p>(5) Sponsored Gold medal awarded by University = 1 mark each</p> <p>(6) Awards from Professional Society = 0.5 marks for each degree (max.1 mark)</p> <p>If a candidate secures more than one medal / award for the same degree / achievement, the highest award shall be considered for allotting marks (except American Bibliography and other non-professional awards).</p>

Explanatory Note for Medals/Awards/Recognitions:

(1)	International award means, the award conferred by the organizations which are of international repute and established by the international funding agencies to further the education/research/extension need of the international community (E.g. CGIAR/Common Wealth/US-Indian Education Fund/Indo-African/Full Bright/FAO/UNO/WHO, etc.) recognized by Govt. of India/International Bodies (Other than Professional Societies).
(2)	National level award means, the award conferred by the Government of India or the National level institutions recognized by the Government of India in recognition of significant professional achievements.
(3)	State award means, the award conferred by the State Government or State level institutions recognized by the State Government in recognition of significant professional achievements.
(4)	University level award means, the award conferred by the Universities established by an Act of a State/Country.
(5)	Professional Society Award means, the award conferred by a Registered Professional/Scientific Society/Body in recognition of significant professional achievements.
3.	<p>Sports & cultural / NCC/ NSS (during the study period of Bachelor's degree & above)</p> <p>Maximum marks = 2</p> <p>Sports and Cultural :</p> <p>(1) Represented at National level in Sports / cultural events representing state = 2 mark/event/year.</p> <p>(2) Represented the University in the sports / cultural event = 0.5 mark/event/year</p>

		<p>NCC :</p> <ol style="list-style-type: none"> (1) Candidates possessing “C” certificate participating in the National Republic Day parade = 2 marks. (2) “C” certificate holder attending National Republic Day Camp / Participating state republic day parade = 1.5 marks. (3) ‘C’ certificate holder representing State Republic Day camp = 1.25 marks. (4) ‘C’ certificate holder = 1.0 mark <p>Note : Sports & Games/Cultural events recognized by Association of Indian Universities (Sports Division). New Delhi shall only be considered.</p> <p>NSS :</p> <ol style="list-style-type: none"> (1) National award individual = 1.5 marks (2) State award individual = 1 mark (3) Participated in Nation Republic Day = 1.5 marks (4) Participated in State Republic Day = 1.0 mark (5) Adventure Camp in National Level = 1.0 Mark (6) National integration camp representing university = 0.50 mark <p>Note : <i>Certificate issued by Government of India/ State Government/ Competent Authority shall only be considered.</i></p>
<p>4.</p>	<p>Experience in the field of Library Science, such as: Library Assistant/ or equivalent cadre working at Academic / Scientific / Library / College / University / recognized institutions / Govt. Organizations, NGO’s recognized by Government of Karnataka and Government of India.</p>	<p>Maximum marks = 5</p> <ol style="list-style-type: none"> (1) 1.0 mark for each year of service in University / College / National/Technical Library / Teaching / Research Institute. <p>Note : <i>To be supported by relevant document issued by the Competent Authority.</i></p>
<p>5.</p>	<p>Scientific Publications in the concerned field.</p>	<p>Maximum marks = 5</p> <ol style="list-style-type: none"> (1) Full length paper published in refereed journals with ISSN: 1 mark each. (2) Full length paper presented & published in Seminar / Symposia

		<p>/ Conferences proceedings with ISSN:</p> <p>(a) International Level = 2 mark each</p> <p>(b) National level = 1 mark each</p> <p>(c) University level = 0.5 mark each</p> <p>(3) Books published = 2 marks</p> <p>(4) Chapters in Books published by Universities / National Institutes / Government Departments/ Standard Commercial Publishers by individuals = 0.5 mark each</p> <p>(5) Research bulletin / Extension Bulletins / Popular articles / Practical manuals publishers = 0.25 mark each.</p> <p><i>Note</i> : (a) <i>All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in applications.</i></p> <p>(b) <i>The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.</i></p>
6.	Written examination	Maximum marks allotted = 40
7.	Performance in the interview	Maximum marks allotted = 10

A5 - Qualification and Score-card for Direct Recruitment of Deputy Librarian

1.	A Master's Degree in Library Science/Information Science/Library and Information Science/ Documentation Science, with at least 55% marks or an equivalent grade in a point scale wherever grading system is followed. A relaxation of 5% shall be allowed at the Master's level for the candidates as specified in 2.4 of guidelines.
2.	Eight years experience as an Assistant Librarian in University/College Library
3.	Evidence of innovative library services including integration of ICT in Library
4.	A Ph.D. Degree in Library Science/ Information Science/Library and Information Science/ Documentation Science/ Archives and Manuscript Keeping/Computerization of Library, as per the UGC Minimum Standards and Procedure for Award of M. Phil. /Ph.D. Degree Guidelines, 2009 or 2016.

Score-card

Sl. No.	Particulars	Maximum marks allotted
1.	Academic Qualification	20
2.	Academic Experience	20
3.	Scientific publications	20
4.	Attainment in the field	15
5.	Exposure to Symposium / Seminars / Summer Institutes / Winter Institutes / Refresher Courses / Workshops / Training Programmes including online programmes/ webinar/ Online FDTP	5
6.	Medals / Awards / Recognitions / Fellowships	3
7.	Externally funded projects	2
8.	Confidential Reports	5
9.	Performance in the interview	10
	Total	100

Explanatory Notes for Award of Marks

1	Academic Qualifications	Maximum marks allotted = 20
(a)	Bachelor's Degree (any degree minimum of three years)	<p>Maximum marks allotted : 2</p> <p>Marks shall be awarded on Prorata basis on the basis of 50% = 0.0 marks, 100% = 2 marks.</p> <p>(1) For candidates obtaining degree on regular mode = 2 marks.</p> <p>(2) For candidates obtaining degree on external/distance mode = 1 mark.</p> <p><i>Note : The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 point scale.</i></p>
(b)	Master's Degree in Library and Information Science (2 years in regular mode)	<p>Maximum marks allotted : 6</p> <p>Marks shall be awarded on Prorata basis on the basis of 55% = 0.0 marks, 100% = 6 marks.</p> <p>(1) For candidates obtaining degree on regular mode = 6 marks</p> <p>(2) For candidates obtaining degree on external/distance mode = 3 marks.</p> <p><i>Note : The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 point scale.</i></p>
(c)	M. Phil in Library and Information Science	<p>Maximum marks allotted : 3</p> <p>Marks shall be awarded on Prorata basis on the basis of 50% = 0.0 marks, 100% = 3 marks</p> <p>(1) For candidates obtaining degree on regular mode = 3 marks</p> <p>(2) For candidates obtaining degree on external/distance mode = 2 marks.</p> <p><i>Note : The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 point scale.</i></p>
(d)	Ph.D. in Library and Information Science	<p>Maximum marks allotted : 6</p> <p>(1) Ph.D. with Course work = 6 marks</p> <p>(2) Ph.D. without Course work = 5 marks</p> <p><i>Note : Relevant document for having undergone course work to be enclosed along with Ph.D. Degree Certificate.</i></p>

(e)	Additional qualifications in the field	<p>Maximum marks allotted = 3</p> <p>(1) Post-doctoral Fellow = 1 mark for up to 6 months and 2 marks above 6 months.</p> <p>(2) PG diploma of not less than ten months duration - 0.5 mark for each certificate (max. 1 mark).</p> <p>(3) Higher academic training in a recognised academic/scientific/professional institution (21 days and above = 1 mark for each training; 10 days and above = 0.5 mark for each training)</p>
2.	Academic Experience in the field of Library and Information Science	Maximum marks allotted = 20
(a)	Experience in the field of Library and/or Information Science in the cadre of Assistant Librarian (in UGC/ICAR Pay Scale) (over and above the required minimum service)	<p>Maximum marks allotted = 151</p> <p>mark for each year.</p>
(b)	Out station experience in the cadre of Assistant Librarian and above	<p>Maximum marks allotted = 3</p> <p>(1) A / B class city/ = Nil.</p> <p>(2) C class city = 1 mark per year service</p> <p>(3) Other places = 1.5 marks per year of service</p>
(c)	International Exposure / Visit (in the cadre of Assistant Librarian and above)	<p>Maximum marks allotted = 2</p> <p>(a) Experience of working in International organization/ library with exposure of minimum of one month will only be considered = 1.0 mark for each activity.</p> <p>(b) Expert /Advisor on invitation/ Government deputation, Presentation of Research papers at the International conferences (outside the country only) = 1.0 mark for each activity.</p> <p>Note : An international exposure towards obtaining masters or Ph.D. degree and post - Doctoral Experience will not be considered here, as it is included separately under “Academic Qualifications”.</p>

3.	Scientific publications (in the cadre of Assistant Librarian and above)	<p>Maximum marks allotted = 20</p> <p>For full length papers published in refereed journals with ISSN:</p> <p>(a) Articles published in International Journals = 02 marks each</p> <p>(b) Articles published in National Journals = 1 mark each</p> <p>(c) Books published (with ISBN No.) = 2 marks Bibliographies published/compiled = 0.5 marks/each</p> <p>(d) Paper presented at conferences / seminars etc. = 0.5 mark each</p> <p>(e) Chapters in standard books = 0.5 mark each Research Bulletins / Extension Bulletins Etc... = 0.5 Mark each</p> <p>Note : (1) All the publications mentioned above should have been published as on last date prescribed for submission of filled-in application.</p> <p>(2) The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.</p>
4.	Attainment in the field (as Assistant Librarian and above)	<p>Maximum Marks = 15</p> <p>(a) Offering orientation courses for UG/PG students = 0.5mark / course / year</p> <p>(b) Offering PGS (501) courses in Library and/or Information Science at postgraduate level= 1 mark per year</p> <p>(c) Conducting book exhibition in special occasions = 1 mark each.</p> <p>(d) Major Advisor / Guide for M. Phil / Ph.D. = 1 mark per student.</p> <p>(e) Creation /development of e-content for online courses like MOOC, Swayam, etc., 1 mark each</p> <p>(i) As a Leader = 1 mark each</p> <p>(ii) As Associate = 0.5 mark each</p> <p>(f) Preparation of Library Manual Folder like Database Usage and E-resources, etc. = 0.25 per each</p> <p>Note : All certificates should be issued by the competent authority.</p>
5.	Exposure to Symposium / Seminars / Summer Institutes / Winter Institutes / Refresher Courses / Workshops / Training Programmes including online programmes/ webinar/	<p>Maximum marks = 5</p> <p>For conducting/ Organizing Symposia/ Seminars/ Summer Institute Writer Institute/ Refresher course/ Workshop/ Conference/Training Programme</p> <p>(a) International level = 3 marks / activity as Leader / Director, 2 marks/ activity as Associate Leader /Co-Director.</p> <p>(b) National level = 2 marks / activity as Leader/Director; 1.5 mark / activity as Associate Leader / Co-Director.</p> <p>(c) University level = 1 mark / activity as Leader/Director; 0.5</p>

	Online FDTP (during the service as Assistant Librarian and above)	mark / activity as Associate Leader / Co-Director. For participating in Symposia / Seminars / Summer Institute / Winter Institute / Refresher course/ Workshop / Conference/ Training Programme as Resource Person to impart training = 0.5 mark per activity (Max. 3 marks)
6.	Medals / Awards / Recognitions/ Fellowships obtained during the service as Assistant Librarian	<p>Maximum marks allotted = 3 marks.</p> <p>(a) International Level Award = 3 Marks each</p> <p>(b) National Level Award = 2.5 Marks each</p> <p>(c) State Level Award = 2 Marks each</p> <p>(d) University Level Award = 1.5 Marks each</p> <p>(e) Any Award/Medal/Recognition/Fellowship from Professional Societies= 1 Mark each</p> <p><i>Note : For Team Awards/Medals/Recognitions, the leader gets full marks and each Associate gets 50% of the marks assigned above.</i></p>

Explanatory Note for Medals/ Awards/ Recognitions:

(1)	International award means, the award conferred by the organizations which are of international repute and established by the international funding agencies to further the education/research/extension need of the international community (E.g. CGIAR/Common Wealth/US-Indian Education Fund/Indo-African/Full Bright/FAO/UNO/WHO, etc.) recognized by Govt. of India/International Bodies (Other than Professional Societies).
(2)	National level award means, the award conferred by the Government of India or the National level institutions recognized by the Government of India in recognition of significant professional achievements.
(3)	State award means, the award conferred by the State Government or State level institutions recognized by the State Government in recognition of significant professional achievements.
(4)	University level award means, the award conferred by the Universities established by an Act of a State/ Country.
(5)	Professional Society Award means, the award conferred by a Registered Professional/Scientific Society/ Body in recognition of significant professional achievements.
7.	<p>Externally funded projects (Competitive Mode) operated in the cadre of Assistant Librarian</p> <p>Maximum marks allotted = 2</p> <p>(1) Project outlay of up to Rs 5.00 Lakhs = 1.0 mark per project as Principal Investigator (PI) and 0.5mark per project as Co-PI.</p> <p>(2) Project outlay of Rs.5.00 lakhs and above = 2.0 marks per Project as PI and 1.5 marks per Project as Co-PI.</p>
8.	<p>Confidential reports for the preceding 5 years in the cadre of Assistant Librarian</p> <p>Maximum marks allotted = 5</p> <p>Grading given by the Reporting Officer;</p> <p>(1) A/A+/A- = 1 mark per year</p>

		<p>(2) B/B+/B- = 0.75 mark per year</p> <p>(3) C/C+ /C- = 0.5 mark per year</p> <p><i>Note : In case the confidential reports of a candidate for the assessment period are not satisfactory and if the candidate has been inflicted with penalties on Statutory enquiry he/she will get no marks for major punishments and 50% marks for minor punishments out of the total</i></p>
9.	Performance in the Interview	<p>Maximum marks allotted = 10</p> <p>marks earmarked for confidential reports.</p>

A6 - Qualification and Score-card for Direct Recruitment of Librarian

1.	Master Degree in Library Science/ Information Science/ Library and Information Science/ Documentation Science with at least 55 % marks or an equivalent grade in a point scale, wherever grading system is followed. A relaxation of 5% shall be allowed at the Master's level for the candidates as specified in 2.4 of guidelines.
2.	At least 10 years as an Assistant Librarian at any level in University Library or 10 years of teaching as Assistant/Associate Professor in Library Science/Library and Information Science or Ten years' experience as a College Librarian, out of which two years of service/ experience in the cadre of Deputy Librarian shall be mandatory.
3.	Evidence of innovative Library services including integration of ICT in Library and Organization of published work.
4.	A Ph.D. Degree in Library Science/ Information Science/ Library and Information Science / Documentation Science/ Archives and Manuscript Keeping / Computerization of Library, as per the UGC Minimum Standards and Procedure for Award of M. Phil. /Ph.D. Degree Guidelines, 2009 or 2016.

Score-card

Sl. No.	Particulars	Maximum marks allotted
1.	Academic Qualifications	20
2.	Academic Experience	20
3.	Scientific publications	20
4.	Attainment in the field	15
5.	Exposure to Symposium/Seminar/ Summer Institute/ Winter Institute / Refresher Course/ Workshop and Training Programme/ Webinar/ Online FDTP/ including online programmes	5
6.	Medals / Awards / Recognitions / Fellowships	3
7.	Externally funded projects Documentalist and above) (in the cadre of Assistant Librarian,	2
8.	Confidential reports	5
9.	Performance in the interview.	10
Total		100

Explanatory Notes for Award of Marks

1	Academic Qualifications	Maximum marks allotted = 20
(a)	Bachelor's Degree (any degree)	<p>Maximum marks allotted = 3</p> <p>Marks shall be awarded on the Prorata basis on the basis of 50% = 0.0 marks, 100% = 3 marks.</p> <p>(1) For candidates obtaining degree on regular mode = 3 marks.</p> <p>(2) For candidates obtaining degree on external/distance mode = 2 mark.</p> <p><i>Note : The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 point scale.</i></p>
(b)	Master's Degree in Library and Information Science (2 years in regular mode)	<p>Maximum marks allotted: 6</p> <p>Marks shall be awarded on the Prorata basis on the basis of 55% = 0.0 marks, 100% = 6 marks.</p> <p>(1) For candidates obtaining degree on regular mode = 6 marks</p> <p>(2) For candidates obtaining degree on external/distance mode = 3 marks.</p> <p><i>Note : The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 point scale.</i></p>

(c)	M. Phil in Library and Information Science	<p>Maximum marks allotted: 3</p> <p>Marks shall be awarded on the Prorata basis on the basis of 50% = 0.0 marks, 100% = 3 marks</p> <p>(1) For candidates obtaining degree on regular mode = 3 marks</p> <p>(2) For candidates obtaining degree on external/distance mode = 2 marks.</p> <p><i>Note : The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 point scale.</i></p>
(d)	PhD. in Library and Information Science / Information Science / Documentation / Archives / Manuscript keeping	<p>Maximum marks allotted = 05</p> <p>(a) Ph.D. with Course work = 5 marks</p> <p>(b) Ph.D. without Course work = 4 marks</p> <p><i>Note : Relevant document for having undergone course work to be enclosed along with Ph.D. Degree Certificate.</i></p>
(e)	Additional qualifications in the field	<p>Maximum marks allotted = 3</p> <p>(1) Post-doctoral Fellow = 1 mark for up to 6 months and 2 marks above 6 months.</p> <p>(2) PG diploma of not less than ten months duration - 0.5 marks for each certificate</p> <p>(3) Higher academic training in a recognized academic/scientific/professional institution (21 days and above = 1 mark for each training; 10 days and above = 0.5 mark for each training)</p>
2	Academic Experience	Maximum marks = 20
(a)	Experience in the field of Library Science/ Information Science/ Library and Information Science/ Documentation Science in the cadre of Assistant Librarian (over and above 2 years as Deputy Librarian)	<p>Maximum marks = 152</p> <p>marks per each year.</p>
(b)	Out station experience in the cadre of Assistant Librarian and above	<p>Maximum marks allotted = 3</p> <p>(1) A / B class city = Nil.</p> <p>(2) C class city = 1 mark per year service</p> <p>(3) Other places = 1.5 marks per year of service</p>

(c)	International Exposure (in the cadre of Assistant Librarian and above)	<p>Maximum marks allotted = 2</p> <p>(a) Experience of working in International organization/ library with exposure of minimum of three months will only be considered = 1.0 mark for each activity.</p> <p>(b) Expert /Advisor on invitation/ Government deputation, Presentation of Research papers at the International conferences (outside the country only) = 0.5 mark for each activity.</p> <p><i>Note</i> : An international exposure towards obtaining masters or Ph.D. degree and post – Doctoral Experience will not be considered here, as it is included separately under “Academic Qualifications”.</p>
3.	Scientific publications	<p>Maximum marks = 20</p> <p>For full length papers published in refereed journals with ISSN :</p> <p>(a) Articles published in International Journals = 2 marks each</p> <p>(b) Articles published in National Journals = 1 mark each</p> <p>(c) Books published with ISBN = 2 marks</p> <p>(d) Bibliographies published/compiled = 0.5 marks/each</p> <p>(e) Paper presented at National conferences / seminars etc. = 0.5 mark each.</p> <p>(f) Paper presented at International conferences / seminars etc. = 01 Mark.</p> <p>(g) Chapters in standard books = 0.5 mark each</p> <p>(h) Research Bulletins / Extension Bulletins Etc...= 0.25 Mark each.</p> <p><i>Note</i> :</p> <p>(1) All the publications mentioned above should have been published as on last date prescribed for submission of filled-in application.</p> <p>(2) The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.</p>
4.	Attainment in the field (as Assistant Librarian and above)	<p>Maximum Marks = 15</p> <p>(a) Offering orientation courses for UG/PG students = 0.5 mark / course / year</p> <p>(b) Offering courses in Library and/or Information Science at postgraduate level = 1 mark per year.</p> <p>(c) Conducting book exhibition in special occasions=1 mark each</p> <p>(d) Major Advisor / Guide for M. Phil / Ph.D.= 1 mark per student</p> <p>(e) Creation /development of e-content for online courses like</p>

		<p>MOOC, Swayam, etc.</p> <p>(i) As a Leader = 1 mark each</p> <p>(ii) As Associate = 0.5 mark each</p> <p>(f) Preparation of Library Manual Folder like Database Usage and E-resources, etc.= 0.5 mark per each</p> <p>Note : All certificates should be issued by the competent authority.</p>
5.	Exposure to Symposium/ Seminar/ Summer Institute/ Winter Institute / Refresher Course/ Workshop and Training Programme/ Webinar/ Online FDTP/ including online programmes (in cadre of Deputy Librarian)	<p>Maximum marks = 5</p> <p>(1) For conducting/ Organizing Symposia/ Seminars/ Summer Institute/Writer Institute/ Refresher course/ Workshop/ Training Programme at : (Max. 3 marks)</p> <p>(a) International level = 3 marks / activity as Leader / Director, 2 marks / activity as Associate Leader /Co Director.</p> <p>(b) National level = 2 marks / activity as Leader/Director; 1.5 mark/ activity as Associate Leader / Co-Director.</p> <p>(c) University level = 1 mark/ activity as Leader/Director; 0.5 mark/ activity as Associate Leader / Co-Director.</p> <p>(2) For participating in Symposia / Seminars / Summer Institute / Winter Institute / Refresher course/ Conference/ Workshop / Training Programme as Resource Person to impart training = 0.5 mark per activity</p>
6.	Medals / Awards / Recognitions / Fellowships obtained during the service as Deputy Librarian	<p>Maximum marks allotted = 3</p> <p>(a) International Level Award = 3 Marks each</p> <p>(b) National Level Award = 2.5 Marks each</p> <p>(c) State Level Award = 2 Marks each</p> <p>(d) University Level Award = 1.5 Marks each</p> <p>(e) Any Award/Medal/Recognition/Fellowship from Professional Societies = 1 Mark each</p> <p><i>Note : For Team Awards/Medals/Recognitions, the leader gets full marks and each Associate gets 50% of the marks assigned above.</i></p>

Explanatory Note for Medals/ Awards/ Recognitions:

- (1) International award means, the award conferred by the organizations which are of international repute and established by the international funding agencies to further the education/research/extension need of the international community (E.g. CGIAR/Common Wealth/US-Indian Education Fund/Indo-African/Full Bright/FAO/UNO/WHO, etc.) recognized by Govt. of India/International Bodies (Other than Professional Societies).
- (2) National level award means, the award conferred by the Government of India or the National level institutions recognized by the Government of India in recognition of significant professional achievements.
- (3) State award means, the award conferred by the State Government or State level institutions recognized by the State Government in recognition of significant professional achievements.

- (4) University level award means, the award conferred by the Universities established by an Act of a State/ Country.
- (5) Professional Society Award means, the award conferred by a Registered Professional/Scientific Society/ Body in recognition of significant professional achievements.

7.	Externally funded projects (in cadre of Deputy Librarian and above)	Maximum marks allotted = 2 (a) Project outlay of up to ? 5.00 Lakhs = 1.0 mark per project as Principal Investigator (PI) and 0.5 mark per project as Co-PI. (b) Project outlay of ?.5.00 lakhs and above = 2.0 marks per Project as PI and 1.5 marks per Project as Co-PI.
8.	Confidential reports of the preceding 5 years	Maximum marks allotted = 5 Grading given by the Reporting Officer: (1) A/A+ /A- = 1.0 mark per year (2) B/B+ /B- = 0.75 mark per year. (3) C/C+ /C- = 0.5 mark per year. <i>Note : In case the confidential reports of a candidate for the assessment period are not satisfactory and if the candidate has been inflicted with penalties on Statutory,</i>
9.	Performance in the interview	Maximum marks allotted = 10

A7- Qualification and Score-card for the Direct Recruitment of University Librarian

1. A Bachelor's degree in any discipline from a recognized University.
2. Master Degree in Library and Information Science / Documentation Science with at least 55% marks or its equivalent grade of B in the UGC 7 points scale and consistently good academic record. A relaxation of 5% shall be allowed at the Master's level for the candidates as specified in 2.4 of guidelines.
3. A Ph.D. Degree in Library Science/ Information Science/ Library and Information Science /Documentation Science/ Archives and Manuscript Keeping / Computerization of Library, as per the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil. /Ph.D. Degree) Guidelines, 2009 or 2016.
4. One should have a minimum of Eight years of service in the cadre of Librarian to become eligible to apply for the post of University Librarian.
5. A minimum of five publications in the referred journals with ISSN/ISBN Number during their service.
6. The applicant should have a minimum period of One year of service on the last date of submission of his/her application

Score-card

Sl. No.	Particulars	Maximum marks allotted
1.	Academic Qualifications	14
2.	Academic/Administrative Experience in the field of Library and Information Science/Documentation Science (in cadre of Librarian and above)	10
3.	Externally funded projects (in cadre of Librarian and above)	05
4.	Organizing Symposium/Seminar/ Summer Institute / Winter Institute / Refresher Course/Workshop & Training Programme (in cadre of Librarian and above)	10
5.	Scientific publications (in cadre of Librarian and above)	20
6.	Out station experience.	03
7.	Special Awards/ Medals/ Fellowships/ Recognitions only for Professional excellence in Teaching/ Library and Information Science/Documentation (in the cadre of Librarian & above).	05
8.	Discipline contribution/Institution Building/ Special Attainment in Library and Information Science (in the cadre of Librarian & above).	15
9.	International Exposure.	03
10.	Confidential reports of the preceding 5 years. (in cadre of Librarian and above)	05
11.	Performance in the interview.	10
	Total	100

Explanatory Notes for Award of Marks

1	Academic Qualifications	Maximum marks = 14
(a)	Bachelor's Degree (any degree)	<p>Maximum marks allotted = 2</p> <p>Marks shall be awarded on the Pro rata basis on the basis of 50% = 0.0 marks, 100% = 2 marks.</p> <p>(1) For candidates obtaining degree on regular mode = 2 marks.</p> <p>(2) For candidates obtaining degree on external/distance mode = 1 mark.</p> <p><i>Note : The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 point scale.</i></p>

(b)	Master's Degree in Library and Information Science (2 years in regular mode)	<p>Maximum marks allotted : 3</p> <p>Marks shall be awarded on the Pro rata basis on the basis of 55% = 0.0 marks, 100% = 3 marks.</p> <p>(1) For candidates obtaining degree on regular mode = 3 marks</p> <p>(2) For candidates obtaining degree on external/distance mode = 1.5 marks.</p> <p><i>Note : The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 point scale.</i></p>
(c)	M. Phil in Library and Information Science/ Documentation Science	<p>Maximum marks allotted : 2</p> <p>Marks shall be awarded on the Pro rata basis on the basis of 50% = 0.0 marks, 100% = 2 marks</p> <p>(1) For candidates obtaining degree on regular mode = 2 marks</p> <p>(2) For candidates obtaining degree on external/distance mode = 1 mark.</p> <p><i>Note : The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 point scale.</i></p>
(d)	Ph.D. in Library and Information Science / Documentation Science/ Archives / Manuscript keeping	<p>Maximum marks allotted = 4</p> <p>(a) Ph.D. with Course work = 4 marks</p> <p>(b) Ph.D. without Course work = 3 marks</p> <p><i>Note : Relevant document for having undergone course work to be enclosed along with Ph.D. Degree Certificate.</i></p>
e)	Higher Degree other than Library Science (M.A/ M.Com/ M.Sc./ MBA) / higher training in the field.	<p>Maximum Marks allotted = 3</p> <p>(1) M.A / M.Com/ M. Sc / MBA = 2 marks</p> <p>(2) Post-doctoral Experience = 1 mark for up to 6 months and 1.5 marks for more than 6 months duration.</p> <p>(3) PG diploma of not less than ten months = 01 mark for each certificate.</p> <p>(4) Higher academic training in a recognized academic/Scientific/ Professional institutions (21 days and above) = 01 mark for each training</p>
2.	Academic/Administrative Experience in the field of Library and Information Science/ Documentation	<p>Maximum marks allotted = 10</p> <p>Experience in Cadre of Librarian (Over and above 8 yrs) = 1 mark/ year.</p>

	(in cadre of Librarian and above)	Note : To be supported by certificate issued by the Immediate Controlling Officer.
3.	Externally funded projects (in cadre of Librarian and above)	<p>Maximum marks allotted = 05</p> <p>(a) Project outlay of up to Rs 5.00 Lakhs = 1.0 mark per project as Principal Investigator (PI) and 0.5 mark per project as Co-PI.</p> <p>(b) Project outlay of Rs.5.00 lakhs and above = 2.0 Marks per Project as PI and 1.5 mark per Project as Co-PI.</p>
4.	Organizing Symposium/ Seminar/ Summer Institute/ Winter Institute/Refresher Course/Workshop & Training Programme (in cadre of Librarian and above)	<p>Maximum marks allotted = 10</p> <p>(1) For conducting / Organizing Symposia / Seminars/ Summer Institute/Writer Institute / Refresher course/Conference/ Workshop / Training Programme at :</p> <p>(a) International = 03 marks /activity as Leader/ Director 2 marks/ activity as Associate Leader /Co Director.</p> <p>(b) National level = 02 marks/ activity as Leader/Director; 1.5marks/ activity as Associate Leader / Co-Director.</p> <p>(c) University level = 01 marks/ activity as Leader/Director = 0.5 marks/ activity as Associate Leader/Co Director.</p> <p>(2) For participating in Symposia / Seminars / Summer Institute / Winter Institute /Refresher course / Workshop / Training Programme/Conference, (One offline Training/ programme is equal to Two Online Training/ Programme), etc., = 01 mark/ activity</p>
5.	Scientific publications	<p>Maximum marks = 20</p> <p>I. For full length papers published in refereed journals with ISSN:</p> <p>(a) Articles published in International Journals = 02 marks each</p> <p>(b) Articles published in National Journals = 01 mark each</p> <p>(c) Popular Articles = 01 mark each. (a, b & c Maximum 10 Marks)</p> <p>II. Books with ISBN</p> <p>(a) Books published (with ISBN No.) = 2 marks</p> <p>(b) Bibliographies published/compiled = 0.1 mark/each.</p> <p>(c) Paper presented at conferences / seminars etc. International Conferences/Seminar = 02 Marks National Conferences/ Seminar = 01 Marks (a & b Maximum 10 Marks)</p> <p>Note : (1) All the publications mentioned above should have been published as on last date prescribed for submission of filled-in application.</p> <p>(2) The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.</p>

6.	Out station /Head Quarter experience in the Cadre of Librarian and above.	Maximum marks allotted = 3 (1) A&B class city = 0.0 mark per year of service (2) 'C' class city = 1 mark per year of services. (3) Others = 1.5 mark per year of service.
7.	Special Awards/ Medals/ Fellowships/ Recognitions only for Professional excellence in Teaching/ Library and Information Science/Documentation (in the cadre of Librarian & above	Maximum marks allotted = 05 (1) International Awards = 03 marks each (2) National Awards = 2.5 marks each (3) State level Awards = 02 marks each (4) University level Awards = 01 mark each <i>Note : For Team Awards/Medals/Recognitions, the leader gets full marks and each Associate gets 50% of the marks assigned above.</i>

Explanatory Note for Medals/Awards/Recognitions:

- (1) International award means, the award conferred by the organizations which are of international repute and established by the international funding agencies to further the education/research/extension need of the international community (E.g. CGIAR/Common Wealth/US-Indian Education Fund/Indo-African/Full Bright/FAO/UNO/WHO, etc.) recognized by Govt. of India/International Bodies (Other than Professional Societies).
- (2) National level award means, the award conferred by the Government of India or the National level institutions recognized by the Government of India in recognition of significant professional achievements.
- (3) State award means, the award conferred by the State Government or State level institutions recognized by the State Government in recognition of significant professional achievements.
- (4) University level award means, the award conferred by the Universities established by an Act of a State/Country.
- (5) Professional Society Award means, the award conferred by a Registered Professional/Scientific Society/Body in recognition of significant professional achievements

8.	Discipline contribution / Institution Building/ Special Attainment in Library and Information Science (in the cadre of Librarian & above).	Maximum marks allotted = 15 (a) Offering Orientation courses for UG/PG/Other Course to the students = 0.5 marks per course (b) Offering PGS (501) Course in Library and Information Science 1mark per course. (c) Conducting book exhibition in special occasions 01mark each (d) Major advisor / Guide for M. Phil / PhD, 01 mark per student. (e) Creation /development of e-content for online courses like Mooc, Swayam, etc. (i) As a Leader 01 mark each (ii) As Associate 0.5 mark each (f) Preparation of Library Manual Folder likes Database Usage and E-resources, etc. Innovative Library services. (01 marks)
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9.	International Exposure (in the cadre of Librarian and above)	<p>(g) Activities performed as External Examination Coordinator - Associate Coordinator/ External evaluator/Examiner/ Expert/ Sr. Warden/ Staff Advisor/ Tour leader and Co-Tour leader (State /all India)/ NSS Programme Officer - NSS/ Indian Red cross Society Programme officer/ Coordinator/ NCC Officer/ Farm Management; Academic, General, Financial Management (as AO/AAO DY.R/AR/DC/AC/Dy. Librarian/ Asst. Librarian etc.) / Scrutinizing UG/PG grades/ P.G. coordinator/ seminar in charge / Leader/ member in monitoring team/ drawing officer, Radio talk/ TV shows, Internet, Wi-Fi Maintenance, Website Maintenance and Up gradation, News Paper Clipping, Referral Service, Orientation on E resources, Providing database service, Separate section and service related to various competitive exams, Creation of Manual Databases, Creation of repository of important activities like RAWE, ELP, All India Tour, Seminar, Workshop and Conferences etc., (01 mark each)</p> <p>(h) Activities performed as Member - Co-chairman - Chairman of different committees of National - International - activities - RAWE - Assoc. Coordinator - participation in RAWE camp internship / Krushi Mela / Convocation /Tournament Organized/ Spl. Officer of SC-ST Cell/ Minority Cell/ Placement cell Technical Assistant (Part-time)/ Students Counselor/ Leader for exposure visit of farmers/ Liaison Officer for BOM/VIP's tours assigned by the University/ Participation in Meals/ Exhibitions as State, National, International levels representing University/ member/ Co-Chairman in different committees of UAS activities/ Team manager and co-team manager to sports/ Cultural activities/ Stock verifying officer/ Anti-ragging squad member/ grade point conversion work/ worked as Rapporteur / Co-Chairman in the National/ International conferences, Seminars, Work shops/ Symposium etc., Member of Class and Exam time-table committee,/ Press meet work participation in UG & PG admission/ member involved in organization, selection of farmers/ teachers for nomination to various awards. (01 Mark each) Any other activities duly certified by the Immediate controlling officer</p> <p>Maximum marks allotted = 3</p> <p>(a) Experience of working in International organization/ library with exposure of minimum of three months will only be considered = 1.0 mark for each activity.</p> <p>(b) Expert /Advisor on invitation/ Government deputation, Presentation of Research papers at the International conferences (outside the country only) = 0.5 mark for each activity.</p>
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		<i>Note</i> : An international exposure towards obtaining masters or Ph.D. degree and post – Doctoral Experience will not be considered here, as it is included separately under “Academic Qualifications”.
10.	Confidential reports of the preceding 5 years. (in cadre of Librarian and above)	<p>Maximum marks allotted = 05</p> <p>Grading given by the Reporting Officer:</p> <p>(1) A/A+ / A+ = 1.0 mark per year</p> <p>(2) B/B+ / B+ = 0.75 mark per year.</p> <p>(3) C/C+ / C+ = 0.5 mark per year.</p> <p><i>Note</i> : In case the confidential reports of a candidate for the assessment period are not satisfactory and if the candidate has been inflicted with penalties on Statutory, enquiry he will get no marks for major punishments and 50% marks for minor punishments out of the marks earmarked for confidential reports.</p>
11.	Performance in the interview.	Maximum marks allotted = 10

A8 - Qualification and Score-card for the Direct Recruitment of Assistant Professor of Physical Education (Entry Level)

1.	A Master’s degree with 55% Marks (or an equivalent grade in a point-scale wherever the grading system is followed) in Physical Education from an Indian University, or an equivalent degree from an accredited foreign University. A relaxation of 5% shall be allowed at the Master’s level for the candidates as specified in 2.4 of guidelines.
2.	<p>The candidate must have cleared the National Eligibility Test (NET) conducted by the UGC/ICAR/CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for award of M.P hil. /Ph.D. Degree) Guidelines, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET. Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009 shall be governed by the provisions of the then existing Guidelines of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of University Assistant Librarian positions in the Universities subject to the fulfillment of the following conditions :</p> <p>(a) The Ph.D. degree of the candidate has been awarded in a regular mode;</p> <p>(b) The Ph.D. thesis has been evaluated by at least two external examiners;</p> <p>(c) The Ph.D. viva voce of the candidate should have been conducted;</p>

- (d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
- (e) The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC/ICAR/ICSSR/ CSIR or any similar agency.

Note : The fulfillment of these conditions is to be certified by the Registrar or the Dean of the University concerned.

Note : NET shall not be required for such Master's Programmes in disciplines for which NET is not conducted by the UGC, ICAR, CSIR or similar test accredited by the UGC, like SLET/SET

Score-card

Sl. No.	Particulars	Maximum marks allotted
1.	Academic qualifications	30
2.	Medals/Awards/Recognitions	03
3.	Sports & Cultural/NCC/NSS	07
4.	Experience in the field of Physical Education	05
5.	Scientific Publications	05
6.	Written Examination	40
7.	Interview performance	10
Total Marks		100

Explanatory Notes for Award of Marks

1	Academic Qualifications	Maximum marks = 30
(a)	Bachelor's Degree	<p>Maximum marks allotted = 10</p> <p>10 Marks shall be awarded on Prorata basis considering the percentage of Marks (Semester system) as under. Any Bachelor's degree - 05 marks</p> <p>For candidates holding degree from recognized Universities (Semester system) 50% gets 0.0 Mark and 100% gets 5.0marks. B.P. Ed. degree - 05 marks For candidates holding degree from recognized Universities (Semester system) 50% gets 0.0 Mark and 100% gets 5.0 marks.</p> <p><i>Note</i> : The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 point scale.</p>

(b)	Master's Degree In the concerned subject	<p>Maximum marks allotted = 10</p> <p>10.00 Marks shall be awarded on Prorata basis considering the percentage of marks (Semester system) as under. For candidates holding degree under Annual system 55% gets 0.0 Mark and 100% gets 10 Marks, under semester system 60% gets 0.0 Mark and 100% gets 10 Marks.</p> <p><i>Note</i> : The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</p>
(c)	Ph.D. Degree.	<p>Maximum marks allotted = 08</p> <p>(1) Candidates obtaining Ph. D with Course Work on regular basis from a recognized University with 3+2+2+3 system - 08 Marks. (Annual/ Semester system)</p> <p>(2) Candidates obtaining Ph. D with Course Work on part time basis from a recognized University with 3+2+2+3 system and Ph.D. From foreign University without course work - 06 Marks.</p> <p>(3) Candidates obtaining Ph. D without course work or by research alone in any University - 04 Marks.</p> <p><i>Note</i> : Relevant document for having undergone course work to be enclosed.</p>
(d)	Additional qualifications in the field.	<p>Maximum marks allotted = 02</p> <p>(1) Post-doctoral Fellow = 01 Mark for each of 6 months and above & 0.5 marks for each of below 6 months.</p> <p>(2) One year NIS Diploma/PG Diploma in Yoga/Physical Education = 01</p> <p>(3) Certificate course in Physical Education = 0.5</p>
2	Medals/Awards/ Recognition (during Bachelor's Degree & above).	<p>Maximum marks allotted = 03</p> <p>(1) International award = 3 Marks each Award/ Medal/ Recognition.</p> <p>(2) National award = 2 Marks each</p> <p>(3) State award = 1 mark each</p> <p>(4) University Goldmedal = 01 Mark each</p> <p>(5) Sponsored Gold medal awarded by University = 0.5 mark each</p> <p>(6) Awards from Professional Society = 0.5 Mark for each degree.</p> <p><i>Note</i> : If a candidate secures more than one medal/ award for the same degree/achievement, the highest award shall be considered for allotting marks (except American Bibliography and other non professional awards).</p>

3	<p>Sports & cultural/ NCC/ NSS (during the study period of Bachelor's degree & above)</p>	<p>Maximum Marks allotted = 07</p> <p>Sports and Cultural:</p> <ol style="list-style-type: none"> (1) Represented at International level in Sports/ Cultural Representing Nation = 03 Marks/event/ year. (2) Represented at National level in Sports/Cultural Representing State) = 02 Marks/event/ year. (3) Represented the University in Sports/Cultural = 1.0 Marks/ event/ year. <p>NCC :</p> <ol style="list-style-type: none"> (1) Candidates possessing 'C' Certificate participating in the National Republic Day Parade – 02 Marks. (2) 'C' Certificate holders attended National Level Republic day Camp /Participating State Republic day Parade - 01 Marks. (3) 'C' Certificate holders representing State Republic Day Camp–/0.5Marks. (4) 'C' certificate holder = 0.25 mark. <p><i>Note</i> : Sports &Games/Cultural events recognized by Association of Indian Universities (Sports Division), New Delhi shall only be considered.</p> <p>NSS :</p> <ol style="list-style-type: none"> (1) National award individual = 02 marks. (2) State award individual = 1.5 Marks. (3) Participated in National Republic Day Parade = 1 Marks. (4) Participated in State Republic Day = 0.50 Marks. (5) Adventure Camp in National Level = 0.50 Marks. (6) National integration camp representing University = 0.25 <p><i>Note</i> : Certificate issued by Government of India/State Government/ Competent Authority only be considered</p>
4	<p>Experience in the field of physical education and sports in the capacity of Lecturer/ Physical Director/ Assistant Professor in the Colleges/ Universities.</p>	<p>Maximum marks allotted = 05</p> <ol style="list-style-type: none"> (1) 0.125 Marks for each month of service in the field of sports and culture. <p><i>Note</i> : To be supported by relevant document issued by the competent authority.</p>
5	<p>Publications in the concerned field.</p>	<p>Maximum marks allotted = 05</p> <ol style="list-style-type: none"> (1) For full length papers published in refereed UGC-CARE (Consortium for Academic Research and Ethics) journals at: <ol style="list-style-type: none"> a. Peer - reviewed Journals = 1 Marks each.

		<p>b. International level = 1 Marks each.</p> <p>c. National level = 0.75 Marks each.</p> <p>(2) For Research Note/ Abstracts published in Journal/Seminar/Symposium /Conferences = 0.25 mark each (Maximum = 2 marks).</p> <p>(3) Full length papers presented & published in Seminar/ Symposia/ Conferences at: (Maximum = 2 Marks).</p> <p>(a) International level = 0.75 mark each.</p> <p>(b) National level = 0.50 mark each.</p> <p>(c) University level = 0.25 mark each.</p> <p>(4) Books published by individuals = 1 Mark each (Maximum = 02 marks).</p> <p><i>Note</i> : Translation books carry 50% marks.</p> <p>(5) Research Bulletins/ Extension Bulletins/ Chapters in Books published by Universities/National Institutes/Govt.Departments/ Standard Commercial Publishers / Training Manuals / Laboratory Manuals = 0.25 mark each. (Maximum = 01 marks)</p> <p>(6) Extension leaflets/ Folders/ Brochures Published by Universities/National Institutes/ Govt. Departments/ Standard Commercial Publishers = 0.25 mark (Maximum = 01 mark).</p> <p>(7) Popular articles published in leading Dailies/ Institutional/ Govt. Dept./ Periodicals/Radio talks/TV programmes/ Phone-in programmes = 0.25 Mark each (Maximum = 01 mark)</p> <p><i>Note</i> : (a) All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.</p> <p>(b) The first three authors in all the above cases will get full marks while the rest of the authors will get 50 percent of the marks allotted to each item.</p>
6	Performance in the Interview	Maximum marks allotted = 10
7	Written Exam	Maximum marks allotted = 40

ANNEXURE - B

**ELIGIBILITY, SCORE CARD FOR PROMOTION OF TEACHERS UNDER
CAREER ADVANCEMENT SCHEME (CAS) - 2016**

**B1- Eligibility and Score-card for Promotion of Assistant Professor
(Academic level 10 to Academic level 11).**

1.	<p>An Assistant Professor (Academic Level 10/AGP-Rs.6000) who has completed four years of service with a Ph.D. degree, or five years of service with a M. Phil./ P.G. Degree in Professional Course or six years of service in Academic Level 10/AGP-Rs.6000 without a Ph. D/M. Phil. /P. G Degree in Professional Course and satisfies the following conditions.</p> <p>(i) Attended one orientation/Training course of 21 days' duration or Two Online Training each of 21 days duration during the assessment period.</p> <p>(ii) Completed any one of the following:</p> <ul style="list-style-type: none">■ Refresher/Research Methodology course/workshop/syllabus up-gradation workshop/Training Teaching-Learning-Evaluation, Technology Programmes /Faculty Development Programmes of at least five days' duration, or■ Taken one MOOCs course (with e-certification) or■ Development of e-contents in four-quadrants/MOOCs course recognized by Central/ State Govt. during the assessment period, or■ SWAYAM Platform recognized by Central Govt. <p>(iii) Published one research publication in the peer-reviewed journals or NAAS/UGC-listed journals during assessment period.</p>
2.	<p>A teacher shall be promoted, if he/she gets a Satisfactory or Good grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period, as the case may be; and the promotion is recommended by the Screening – cum – Evaluation Committee</p>
3.	<p>Minimum scores during the assessment period is 60/100.</p>

Score Card

I. Specific Achievements in Teaching/Research/Extension work during Assessment Period (the activities to be certified by competent authority). **Max. Marks: 40**

1. Teaching	
(a) (i) UG / PG / Diploma course offered in his /her HQ (ii) UG / PG / Diploma course offered outside his/her HQ (iii) Student READY	1.00 Mark/credit hour 1.50 Mark/credit hour 0.125 Marks per credit hour
(b) Guidance to PG students as Chairman of the Advisory Committee (i) M.Sc. students (ii) Ph.D. students	1.00 Mark / student 1.50 Marks / student
(c) As Member of the Advisory Committee of M.Sc. and Ph.D. degree students	0.25 Mark / student
(d) Teaching aids developed (laboratory manuals, RAWE manuals, AV Aids, e- notes developed etc.)	0.50 Mark for each
(e) Acting as External Examiner for UG/PG examinations (which include paper setting, paper corrections, conducting viva-voce etc.)	0.50 Mark for each activity/ year
2. Research	
(a) (i) Testing Trials/Experiments/Studies conducted / successfully conducted (ii) Nucleus/ Breeder seeds produced up to a quintal (iii) Foundation seed / Certified / TL Seeds produced (iv) Planting material produced per 1000 numbers (v) Mushroom/Bio-agents/ Bio-Fertilizers.	1.00 Mark/activity 2 Marks 1.00 Mark/ton (Max. 10.00) 0.50 Mark/1000 numbers (Max. 10.00) 0.5 Marks for 500 KGs (Max. 10.00) (50% marks for Co- PI)
(b) Ad-hoc Projects (Externally funded) - for each project budget outlay (i) Projects which have been obtained by the teacher on competitive mode (ii) Institutional projects assigned by the University	0.50 Mark/1 lakh outlay (Max.10 marks) 0.25 mark/1 lakh outlay (max.10 marks) 50% marks for Co-PIs/ 25% marks for members)

	<p>(c) (i) Patents obtained / varieties / hybrids developed and released</p> <p>(ii) Patents filed</p> <p>(iii) Prototypes / Technology developed</p> <p>(iv) Endorsement of notified varieties identified</p> <p>(v) Germplasm (Microbes/Insects/Fish/Animal) registration at National level etc.</p> <p>(d) Development of institutional facilities from external funds [Rs.1 lakh and above and other than 2 (b) (i) & (ii)]</p> <p>e) Compilation/preparation of Annual Research Report/ QRT repor</p>	<p>As PI – 3.0 marks for each As Co-PI– 1.5 marks for each As PI – 2.0 marks for each As Co-PI – 01 marks for each As PI – 2.0 marks for each As Co-PI – 1.0 marks for each As PI – 1.50 marks for each As Co-PI – 0.75 mark for each</p> <p>As PI – 02 marks for each As Co-PI – 01 mark for each</p> <p>As Leader- 3.0 marks / facility As Co-Leader-1.5 marks /facility</p> <p>1.0 mark /year</p>
3.	Extension	
	<p>(a) Transfer of Technologies</p> <p>(i) Farm Trials/ Demonstrations/ On-Farm Testing Campaign</p> <p>(ii) Field Days/ Krishi Melas/Exhibitions/ Discussion Meetings / FFS and similar works</p> <p>(iii) Consultancy services (based on endorsement by controlling Officer)</p>	<p>1.0 mark for each activity organized</p> <p>0.5 mark for each activity organized</p> <p>0.25 marks per consultancy (Max. 5.00 marks)</p>
	<p>(b) Training programmes / workshops organized</p> <p>(i) Up to one week duration</p> <p>(ii) For more than one week duration</p>	<p>Coordinator-1.0 mark each</p> <p>(ii) Assoc. Coordinator - 0.5 mark each</p> <p>Coordinator-1.0 mark each</p> <p>(ii) Assoc. Coordinator - 0.5 mark each</p>
	<p>(c) As Resource Person in the Training Programme / Refresher Course/ Winter/ Summer Schools/NSS/RAWE etc.</p>	<p>0.25 mark for each lecture delivered</p>
	<p>(d) Participating as Resource Person in bi-monthly Technical Workshop or campaign</p>	<p>0.50 mark per workshop/ campaign attended</p>
	<p>(e) Diagnostic visit to farmers fields / family units / Radio / Television Talks</p>	<p>0.5 mark for each activity</p>
	<p>(f) Profit generated out of Revolving Fund</p> <p>(a) Up to Rs.50,000</p> <p>(b) Rs.50,001 to Rs.1,00,000</p> <p>(c) Rs.1,00,001 to Rs.2,00,000</p>	<p>1.00 mark</p> <p>1.50 marks</p> <p>2.00 marks</p>

(d) More than Rs.2,00,000 (Mutually exclusive from 2, (a), (iii) & (iv))	3.00 marks
g) Development of video/radio programmes on Agril. technologies	0.5 mark for each

Note : Certificate to be issued by competent authority

4) Designated Corporate Activities Farm Superintendent/ Asst. Horticulturist/ Technical Assistant/ Technical Officer to Officers/ Asst. Professor (Documentation)/ Asst. Editor/Assoc. Editor/Information Specialists/ Audio Visual Specialist/ DDSW /Asst. Director of Student Welfare/ Working at PME cell or PPMC/Curator/ Manager ATIC/Training / Extension consultant / Controller of external examination / Extension Co-ordinator, DAESI, Co-ordinator / Teachers in Bakery Training Unit, Teachers working in Department of Kannada/ Teachers working in Agricultural Clinic and Agricultural business centres / teachers involved in selection and documentation. Any other corporate activities certified by the University authorities.	Based on the evaluation by the immediate superior/ controlling officer, marks may be allotted for performance in the designated activity of the teacher at the rate of 5 marks per year.
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II. Published Work During the Assessment Period Max.

Marks: 14

(1) For full length papers published in refereed peer reviewed scientific journals at: (a) International level =1 Mark each. (b) National level = 0.75 Mark each.	
(2) For Research Note/Abstracts published in Journal/ Seminars/Symposia/ Conferences = 0.25 Mark each (Maximum = 2 marks).	
(3) Full length papers presented & published in Seminars/Symposia/Conferences at: (Maximum = 2 Marks). (a) International level = 0.75mark each. (b) National level = 0.5mark each. (c) University level = 0.25 mark each.	
(4) Books published by individuals =1 Marks each(Maximum=02 marks).	
Note : Translation books carry 50% marks.	
(5) Research Bulletins/Extension Bulletins/ Chapters in Books published by Universities/National Institutes/ Govt. Departments/ Standard Commercial Publishers/ Training Manuals/ Laboratory Manuals = 0.25 mark each. (Maximum= 01 marks)	
(6) Extension leaflets/Folders/Brochures Published by Universities/National Institutes/Govt. Departments = 0.25 mark (Maximum =01 mark).	

(7)	Popular articles published in leading Dailies/Institutional/Govt. Dept.-Periodicals/ Radio talks/TV programmes / Phone-in programmes = 0.25 mark each (Maximum = 01 mark)
(8)	Any other publications –
(i)	As Editor / Compiler of POP=0.5mark each
(ii)	As Assoc. Editor / Asst. Editor/Publisher/ Compiler of other publications= 0.25 mark each (Maximum = 01 mark)

Note : (a) *All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.*

(b) *The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.*

III. Summer Schools/ Winter Schools/ Refresher Course/Special Training / Symposia/ Seminar/ Workshop/ Conference

Marks: 10

(a)	For organizing each activity as in the title	
(i)	Up to 10 days duration	2 marks
(ii)	More than 10 days duration (Associate members involved in organization of above activities gets 50% marks/activity)	3 marks
	(Associate members involved in organization of above activities gets 50% marks/activity)	
(b)	For participation in Summer School/Winter School/ Refresher course/ orientation course of 21 days duration during the assessment period (on contact mode)	1 mark each
(c)	Completing any one of the following :	
	<ul style="list-style-type: none"> ■ Refresher/Research Methodology course/workshop/syllabus up-gradation workshop/Training Teaching-Learning-Evaluation, Technology Programmes/Faculty Development Programmes/ Short Course of at least five days' duration, or ■ Taken one MOOCs course (with e-certification), or ■ Development of e-contents in four-quadrants/MOOCs course Recognized by Central/ State Govts., or ■ SWAYAM Platform Recognized by Central Govt., 	0.5 mark each

IV. Creative / Innovative achievements in teaching / research / Extension (AGP of Rs.6000 and above)

To be certified by concerned Directorate

Marks: 5

V. International Exposure (At Academic level 10)

Max. Marks: 2

International Official visits/training/courses/seminars/
consultations

1 mark/activity

VI. Awards/ Distinctions received (At Academic level 10)

Max. Marks: 3

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- | | |
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| (1) | International award = 3 Marks each - Award/ Medal/ Recognition. |
| (2) | National award = 2 Marks each |
| (3) | State award = 01 Mark each |
| (4) | University Gold medal = 01 Mark each |
| (5) | Sponsored Gold medal awarded by University = 0.5 Mark each |
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Awards from Professional Society = **0.5 Mark** for each.

If a candidate secures more than one medal/ award for the same degree/ achievement, the highest award shall be considered for allotting marks (except American Bibliography and other non-professional awards).

Explanatory Note for Medals/Awards/Recognitions:

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| (1) | International award means, the award given by the organizations which are of international repute and established by the international funding to further the research needs of the international community (e.g., CGIAR, DST/DBT/INSA/Common wealth/US Indian Education Fund/Indo-African/ Full Bright/ FAO/ UNO etc) recognized by Govt. of India/International Bodies (Other than Professional Societies.) |
| (2) | National level award means, the award secured at the National level in recognition of significant professional achievements. |
| (3) | State award means, the award initiated by the State Government in recognition of significant professional achievements. |
| (4) | University level award means, any award given at the University level. |
| (5) | Professional Society awards means, any award given by Registered Scientific Societies/Bodies in recognition of significant professional achievements. |
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VII. Corporate / Other Activities**Max. Marks: 12**

(a)	Activities performed as External Examination Coordinator / As sociate Coordinator/ Chief Warden / Wardens/ Staff Advisor/ Tour Leader and Co-Tour leader (State/All India)/ Programme Officer – NSS / Indian Redcross Society / NCC Officer/ Farm Management/ Academic, General, Financial Management (as AAO/AR/AC/Asst. Librarian etc.)/ Scrutinizing UG/PG grades. P.G.co-ordinator/seminar incharge. Leader / member in monitoring team.	1.0 mark for each activity / year
(b)	Activities performed as Member - Co-chairman – Chairman of different committees of National – International – activities/ RAWE - Assoc. Coordinator - participation in RAWE camp/ Internship/ Tournament Organized/ Spl. Officer of SC-ST Cell/ Minority Cell/ Technical Assistant (Part-time)/ Students Counselor/ Leader for exposure visit of Farmers/ Liaison Of ficer for BOM Members' Official tours / VIP's official tours assigned by the University/ Participation in Melas/ Exhibitions at State, National, International levels representing University/ Member/ Co-Chairman in different committees of UAS activities/ Team Manager and Co-Team Manager to Sports/ Cultural Activities/ Stock verifying Officer/ Anti ragging squad member/ grade point conversion work/ worked as Rapporteur/ Co-Chairman in the National/ International Conferences, Seminars, Workshops/ Symposium etc., Member of Class and Exam time-table committee, Press meet work/ participation in UG&PG admission/ member involved in organization/ selection of farmers / teachers for nomination to various awards. Any other activities duly certified by the controlling officer <i>Note</i> : Duplication of claims is not entertained	0.5 mark for each activity / year

VIII. Outstation Service (At Academic level 10)**Max. Marks: 5**

- (a) 'A/B' Class City - Nil
- (b) 'C' Class City – **1.0 mark** / year of service
- (c) Other Places – **2.0 marks** / year of service

IX. Annual Evaluation Reports (during the assessment period)**Max. Marks: 9****(Academic level 10)**

Grade	for preceding 4 years	for preceding 5 years
(a) 'A' Grade	2.50 marks /year	2.00 marks /year
(b) 'B' Grade	2.00 marks /year	1.50 marks /year
(c) 'C' Grade	1.50 marks /year	1.00 marks /year

B2- Eligibility and Score-card for Promotion of Assistant Professor**(Academic level 11 to Academic level 12)**

1. An Assistant Professor (Academic Level-11), possessing Ph. D degree in the Concerned/relevant subject, who has completed five years of service as Assistant Professor(Academic Level 11/AGP Rs.7000) and satisfies the following conditions;
 - (i) Has done any two of the following in the last five years (during the assessment period):
 - Completed a course/programme from amongst the categories of Refresher course/Research methodology course/ workshops/syllabus upgradation workshop/ Teaching-Learning Evaluation/ Technology Programmes/Faculty Development Programme of at least ten days duration (or completed two course of at least five days duration in lieu of one ten days programme), or
 - completed one MOOCs course in the relevant subject (with e-certification), or
 - contribution towards the development of e-contents in four-quadrants/contribution towards the development of 10 modules of MOOCs course/contribution towards conduct of a MOOCs course recognized by Central/ State Govts. or
 - SWAYAM Platform recognized by Central Govt.
 - (ii) Published three research papers in the peer-reviewed journals or NAAS rated/ UGC-listed journals during assessment period.
2. A teacher shall be promoted, if he/she gets a Satisfactory or Good grade in the annual performance assessment reports of at least four of the last five years of the assessment period; and the promotion is recommended by the screening-cum-Evaluation Committee.
3. Minimum scores during the assessment period is 65/100.

Score-card

B2- Eligibility and Score-card for Promotion of Assistant Professor

(Academic level 11 to Academic level 12)

1.	Teaching	
(a)	(i) UG / PG / Diploma course offered in his /her HQ (ii) UG / PG / Diploma course offered outside his/her HQ (iii) Student READY	1.00 Mark/credit hour 1.50 Mark/credit hour 0.125 Marks per credit hour
(b)	Guidance to Committee (i) M.Sc. students (ii) Ph.D. students	1.00 Mark / student 1.50 Marks / student
(c)	As Member of the Advisory Committee of M.Sc. and Ph.D. degree students	0.25 Mark / student
(d)	Teaching aids developed (laboratory manuals, RAWE manuals, AV Aids, e- notes developed etc.)	0.50 Mark for each
(e)	Acting as External Examiner for UG/PG examinations (which include paper setting, paper corrections, conducting viva-voce etc.)	0.50 Mark for each activity/ year
2.	Research	
(a)	(i) Testing Trials/Experiments/Studies conducted / successfully conducted (ii) Nucleus/ Breeder seeds produced up to a quintal (iii) Foundation seed / Certified / TL Seeds produced (iv) Planting material produced per 1000 numbers (v) Mushroom/Bio-agents/ Bio-Fertilizers.	1.0 Mark/activity 2.0 Marks 1.0 Mark/ton (Max. 10.00) 0.50 Mark/1000 numbers (Max. 10.00) 0.5 Marks for 500 KGs (Max. 10.00)
(b)	Ad-hoc Projects (Externally funded) - for each project budget outlay (i) Projects which have been obtained by the teacher on competitive mode (ii) Institutional projects assigned by the University	(50% marks for Co- PI) 0.50 Mark/1 lakh outlay (Max.10 marks) 0.25 mark/1 lakh outlay (Max.10 marks) (50% marks for Co-PIs/ 25% marks for members)
(c)	(i) Patents obtained / varieties / hybrids developed and released	As PI – 3.0 marks for each As Co-PI – 1.5 marks for each As PI – 2.0 marks for each As Co-PI – 01 marks for each

	(ii) Patents filed (iii) Prototypes / Technology developed (iv) Endorsement of notified varieties identified (v) Germ plasma (Microbes/Insects/Fish/Animal) registration at National level etc. (d) (i) Development of institutional facilities from external funds [Rs.1 lakh and above and other than 2 (b) (i) & (ii)] (e) Compilation/preparation of Annual Research Report/QRT report	As PI – 2.0 marks for each As Co-PI– 1.0 marks for each As PI – 1.50 marks for each As Co-PI– 0.75 mark for each As PI – 02 marks for each As Co-PI– 01 mark for each As Leader- 3.0 marks / facility As Co-Leader- 1.5 Marks /facility 1.0 mark/year
3)	Extension	
(a) (b) (c) (d) (e) (f)	Transfer of Technologies (i) Farm Trials/ Demonstrations/ On-Farm Testing/ Campaign (ii) Field Days/ Krishi Melas/Exhibitions/ Discussion Meetings / FFS and similar works (iii) Consultancy services (based on endorsement by controlling Officer) Training programmes / workshops organized (i) Up to one week duration (ii) For more than one week duration As Resource Person in the Training Programme / Refresher Course/ Winter/ Summer Schools/NSS/RAWE etc. Participating as Resource Person in bi-monthly Technical Workshop or campaign Diagnostic visit to farmers fields / family units / Radio / Television Talks Profit generated out of Revolving Fund (a) Up to Rs.50,000 (b) Rs.50,001 to Rs.1,00,000 (c) Rs.1,00,001 to Rs.2,00,000	1.0 mark for each activity organized 0.5 mark for each activity organized 0.25 marks per consultancy (Max. 5.00 marks) i. Coordinator- 1.0 mark each ii. Assoc. Coordinator - 0.5 mark each i. Coordinator- 2.0 marks each ii. Assoc.Coord.- 1.00 mark each 0.25 mark for each lecture delivered 0.50 mark per workshop/ campaign attended 0.5 mark for each activity 1.00 mark 1.50 marks 2.00 marks

(d) More than Rs.2,00,000 (Mutually exclusive from 2, (a), (iii) & (iv)	3.00 marks
(g) Development of video/radio programmes on Agril. technologies	0.5 mark for each

Note : Certificate to be issued by competent authority

4) Designated Corporate Activities	
Farm Superintendent/ Asst. Horticulturist/ Technical Assistant/ Technical Officer to Officers/Asst. Professor (Documentation)/ Asst. Editor/ Assoc. Editor/Information Specialists/ Audio Visual Specialist/ DDSW /Asst. Director of Student Welfare/ Working at PME cell or PPMC/Curator/ Manager ATIC/Training / Extension consultant /Controller of external examination / Extension Co- ordinator, DAESI, Co-ordinator / Teachers in Bakery Training Unit, Teachers working in Department of Kannada/ Teachers working in Agricultural Clinic and Agricultural business centres / teachers involved in selection and documentation. Any other corporate activities certified by the University Authorities.	Based on the evaluation by the immediate superior/ controlling officer, marks may be allotted for performance in the designated activity of the teacher at the rate of 5 marks per year.

II. Published Work During the Assessment Period

Max. Marks: 15

(1) For full length papers published in refereed peer reviewed scientific journals at:	
(a) International level = 1 Mark each.	
(b) National level = 0.75 Mark each.	
(2) For Research Note/Abstracts published in Journal/ Seminars/Symposia/ Conferences = 0.25 Mark each (Maximum = 2 marks).	
(3) Full length papers presented & published in Seminars/Symposia/Conferences at: (Maximum = 2 Marks).	
(a) International level = 0.75 mark each.	
(b) National level = 0.5 mark each.	
(c) University level = 0.25 mark each.	
(4) Books published by individuals = 1 Marks each (Maximum = 02 marks).	

Note : Translation books carry 50% marks.

(5)	Research Bulletins/Extension Bulletins/ Chapters in Books published by Universities/National Institutes/ Govt. Departments/ Standard Commercial Publishers/ Training Manuals/ Laboratory Manuals = 0.25 mark each. (Maximum = 01 marks)
(6)	Extension leaflets/Folders/Brochures Published by Universities/National Institutes/Govt. Departments = 0.25 mark (Maximum = 01 mark).
(7)	Popular articles published in leading Dailies/Institutional/Govt. Dept.-Periodicals/ Radio talks/TV programmes / Phone-in programmes = 0.25 mark each (Maximum = 01 mark)
(8)	Any other publications –
	(i) As Editor / Compiler of POP = 0.5 mark each
	(ii) As Assoc. Editor / Asst. Editor/Publisher/ Compiler of other publications= 0.25 mark each (Maximum = 01 mark)

- Note :** (a) All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.
- (b) The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.

III. Summer Schools/ Winter Schools/ Refresher Course/Special Training/Training/ Symposia/ Seminar/ Workshop/ Conference

Max. Marks: 09

(a)	For organizing each activity as in the title	
	(i) Up to 10 days duration	2 marks
	(ii) More than 10 days duration (Associate members involved in organization of above activities gets 50% marks/activity)	3 marks
(b)	Completing any one of the following:	
	<ul style="list-style-type: none"> ■ Course/programme from amongst the categories of Refresher course/Research methodology course/ work shops/syllabus upgradation workshop/ Teaching-Learning Evaluation/ Technology Programmes/Faculty Development Programme/Short Course of at least ten days duration (or completed two course of at least five days duration in lieu of one ten days programme), or ■ One MOOCs course in the relevant subject (with e-certification), or 	0.5 mark each

<ul style="list-style-type: none"> ■ Contribution towards the development of e-contents in four quadrants/contribution towards the development of 10 modules of MOOCs course/contribution towards conduct of a MOOCs course recognized by Central/ State Govts., or. ■ SWAYAM Platform recognized by Central Govt. during the assessment period 	
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**IV. Creative / Innovative achievements in teaching / research / Extension
(AGP of Rs.6000 and above)**

To be certified by concerned Directorate

Max. Marks: 5

V. International Exposure (At Academic level 10)

Max. Marks: 2

International Official visits/training/courses/seminars/consultations **1 mark/activity**

VI. Awards/ Distinctions received (At Academic level 10)

Max. Marks: 3

(1)	International award	3 Marks each - Award/ Medal/Recognition
(2)	National award	2 Marks each
(3)	State award	01 Mark each
(4)	University Gold medal	01 Mark each
(5)	Sponsored Gold medal awarded by University	0.5 Mark each
(6)	Awards from Professional Society	0.5 Mark for each.

If a candidate secures more than one medal/award for the same degree/ achievement, the highest award shall be considered for allotting marks (except American Bibliography and other non-professional awards).

Explanatory Note for Medals/Awards/Recognitions:

- | | |
|-----|---|
| (1) | International award means, the award given by the organizations which are of international repute and established by the international funding to further the research needs of the international community (e.g., CGIAR, DST/DBT/INSA/Common wealth/US Indian Education Fund/Indo-African/ Full Bright/ FAO/ UNO etc) recognized by Govt. of India/International Bodies (Other than Professional Societies.) |
| (2) | National level award means, the award secured at the National level in recognition of significant professional achievements. |
| (3) | State award means, the award initiated by the State Government in recognition of significant professional achievements. |
| (4) | University level award means, any award given at the University level. |
| (5) | Professional Society awards means, any award given by Registered Scientific Societies/Bodies in recognition of significant professional achievements. |

VII. Corporate / Other Activities**Max. Marks: 12**

(a)	Activities performed as External Examination Coordinator / Associate Coordinator/ Chief Warden / Wardens/ Staff Advisor/ Tour Leader and Co Tour leader (State/All India)/Programme Officer – NSS / Indian Red cross Society / NCC Officer/ Farm Management/ Academic, General, Financial Management (as AAO/AR/AC/Asst. Librarian etc.)/Scrutinizing UG/PG grades .P.G.co-ordinator/seminar in-charge. Leader / member in monitoring team.	1.0 mark for each activity / year
(b)	Activities performed as Member - Co-chairman – Chairman of different committees of National – International – activities / RAWE - Assoc. Coordinator – participation in RAWE camp/Internship/ Tournament Organized/ Spl. Officer of SC-ST Cell/ Minority Cell/ Technical Assistant (Part-time)/ Students Counselor/ Leader for exposure visit of Farmers/ Liaison Officer for BOM Members' Official tours / VIP's official tours assigned by the University/ Participation in Melas/ Exhibitions at State, National, International levels representing University/ Member/ Co Chairman in different committees of UAS activities/ Team Manager and Co-Team Manager to Sports/ Cultural Activities/ Stock verifying Officer/ Anti-ragging squad member/ grade point conversion work/ worked as Rapporteur/ Co-Chairman in the National/ International Conferences, Seminars, Workshops/ Symposium etc., Member of Class and Exam time table committee, Press meet work/ participation in UG&PG admission/ member involved in organization/ selection of farmers / teachers for nomination to various awards. Any other activities duly certified by the controlling officer <i>Note</i> : Duplication of claims is not entertained	0.5 mark for each activity / year

VIII. Outstation Service (At Academic level 10)**Max. Marks: 5**

- | | |
|-----|--|
| (a) | 'A/B' Class City - Nil |
| (b) | 'C' Class City – 1.0 mark / year of service |
| (c) | Other Places – 2.0 marks / year of service |

IX. Annual Evaluation Reports (during the assessment period)**Max. Marks: 9**

Grade	(Academic level 11 to 12) for preceding 5 years
(a) 'A' Grade	2.00 marks /year
(b) 'B' Grade	1.50 marks /year
(c) 'C' Grade	1.00 marks /year

B3- Eligibility and Score-card for Promotion of from Assistant Professor to Associate Professor (Academic level 12 to Academic Level 13 A)

1	<p>An Assistant Professor (Academic Level 12), Possessing Ph.D. degree in the concerned/relevant subject who has completed three years of service as Assistant Professor (Level 12) and satisfies the following conditions.</p> <p>(i) Has done any one of the following in the last three years of Academic level-12 (during the period of assessment):</p> <ul style="list-style-type: none"> ■ Completed one course/programme from amongst the categories of Refresher courses/Research methodology course/workshops/syllabus up-gradation workshop/ Teaching/ Learning-Evaluation/ Technology Programme / Faculty Development Programmes of at least ten days duration (or completed two courses of at least five days duration in lieu of one ten days programme), or ■ Completed one MOOCs course in the relevant subject (with e-certification) or
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	<ul style="list-style-type: none"> ■ Contribution towards the development of e-content in 4-quadrant/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course recognized by Central/ State Govts., or ■ SWAYAM Platform recognized by Central Govt.
	(ii) Published a minimum of seven research publications in the peer-reviewed journals/ NAAS rated / UGC listed -listed journals of which three research papers should have been published during the assessment period; and
2	A teacher shall be promoted if he/she gets a Satisfactory or Good grade in the annual performance assessment reports of at least two of the last three years of the assessment period and the promotion is recommended by the selection committee.
3	Minimum scores during the Selection period 70/100 (Inclusive of interview marks)

I. Specific Achievements in Teaching/ Research/ Extension work during Assessment Period + previous two years (the activities to be certified by competent authority).

Max. Marks: 35

1. Teaching

(a)	(i) UG / PG / Diploma courses offered in his /her HQ	1.00 mark / credit hour
	(ii) UG/PG/Diploma courses offered outside his /her HQ	1.50 mark / credit hour
	(iii) Student READY	0.125 mark / credit hour
(b)	Guidance to PG students as Chairman of the Advisory Committee	
	(i) M.Sc. students	1.00 mark for each student
	(ii) Ph.D. students	1.50 marks for each student
(c)	As Member of the Advisory Committees of M.Sc. and Ph.D. degree students	0.25 mark for each student
(d)	Teaching aids developed (laboratory manuals, AV Aids, e-notes developed etc.) manuals, RAWE	0.5 mark for each activity
(e)	Acting as External Examiner for UG/PG examinations (which include paper setting, paper corrections, conducting viva-voce etc.)	0.50 mark for each activity per year

2. Research

(a)	(i) Testing Trials/Experiments/Studies conducted / success fully conducted	1.00 mark/ activity
	(ii) Nucleus/ Breeder seeds produced up to a quintal	2.00 marks
	(iii) Foundation seed / Certified / TL Seeds produced	1.00 mark/ ton (max.10.00)
	(iv) Planting material produced per 1000 numbers	0.50 mark/1000numbers (max.10.00)

	(v) Mushroom/Bio-agents/ Bio-Fertilizers.	0.5 Marks for 500 KGs (Max. 10.00) (50% marks for Co- PI)
(b)	Ad-hoc Projects (Externally funded) - for each project budget outlay (i) Projects which have been obtained by the teacher on competitive mode (ii) Institutional projects assigned by the University	0.50 mark/ Rs.1 lakh outlay (Max.10 marks) 0.25 mark/ Rs.1 lakh outlay (Max. 10 marks) (50% marks for Co-PI/ Members)
(c)	(i) Patents obtained / varieties / hybrids developed and released (ii) Patents filed (iii) Prototypes / Technology developed (iv) Endorsement of notified varieties identified (v) Germplasm (Microbes/Insects/Fish/Animal) registration at National level etc.	As PI – 3.0 marks for each As Co-PI– 1.5 marks for each As PI – 2.0 marks for each As Co-PI– 01 marks for each As PI – 2.0 marks for each As Co-PI– 1.0 marks for each As PI – 1.50 marks for each As Co-PI– 0.75 mark for each As PI – 02 marks for each As Co-PI– 01 mark for each
(d)	(i) Development of institutional facilities from external funds [Rs one lakh and above and other than 2 (b) (i) & (ii)]	Leader - 3.0 marks / facility Co-Leader– 1.50 marks/ facility
(e)	Compilation / preparation of Annual Research Reports/QRT reports	1.00 mark for each year.

3. Extension

(a)	Transfer of Technologies (i) Farm Trials/Demonstrations/On-Farm Testing/Campaign (ii) Field Days/ Krishi Melas/Exhibitions/ Discussion Meetings/ FFS & similar works (iii) Consultancy services (based on endorsement by the controlling officer)	1.0 mark for each activity organized 0.50 mark for each activity organized 0.25 marks per consultancy (Max. Marks 5.00)
(b)	Training programmes / Workshops / Group meets organized (i) Up to one week duration (ii) For more than one week duration	i. Coordinator- 1.0 mark each ii.Assoc. Coordinator - 0.5 mark each i. Coordinator- 2 marks each ii. Assoc.Coord.- 1.00 mark each

(c)	As Resource Person in the Training Programme / Refresher Course/ Winter/ Summer Schools/NSS/RAWE etc.	0.25 mark for each lecture delivered
(d)	As Resource Person in bi-monthly Technical Workshop or campaign	0.50 mark per workshop/ campaign attended
(e)	Diagnostic visit to farmer's fields / family units / Radio / Television Talks	0.5 mark for each
(f)	Profit generated out of Revolving Fund (a) Up to Rs.50,000 (b) Rs.50,001 to Rs.1,00,000 (c) Rs.1,00,001 to Rs.2,00,000 (d) More than Rs.2,00,000 (Mutually exclusive from 2, a, iii & (iv))	1.00 mark/year 1.50 mark/year 2.00 mark/year 3.00 mark/year
(g)	Development of video/radio programmes on Agril. Technologies	0.5 mark for each

Note : Certificate to be issued by competent authority

4)	Designated Corporate Activities	
	Farm Superintendent/ Asst. Horticulturist/ Technical Assistant/ Technical Officer in Dean's, DR's and DE's Office/ Asst. Professor (Documentation)/ Asst. Editor/ Assoc. Editor Information Specialists/ Audio Visual Specialist/ Asst. Professor of Physical Education/ Asst. Director of Student Welfare/ Asst. Professor in PPMC/Curator/ Manager ATIC/ Training / Extension consultant / DE's & DR's Office personnel / Controller of external examination / Extension Co-ordinator/ Co-ordinator and Teachers in Bakery Training Unit, Teachers working in Department of Kannada/ Teachers working in Agricultural Clinic and Agricultural business centers / teachers involved in selection and documentation.	Based on the evaluation by the immediate superior/ controlling officer, marks may be allotted for performance in the designated activity of the teacher at the rate of 5 marks per year.

Any other corporate activities certified by the University authorities.

I. Published Work during the Assessment Period + previous two years**Max. Marks: 18**

(i)	
(1)	For full length research papers published in refereed Scientific Journals: NAAS rated journals- (a) Rating 6 and above = 02 marks (b) Rating 5 to 5.99 = 1.5 marks (c) Rating 4 to 4.99 = 01 marks (d) Rating Less than 4 = 0.5 marks (e) Research note/ Full Length Paper published in refereed /UGC Listed journals = 0.25 marks each
(2)	Full length research papers presented & published in Seminars/ Symposia/Conferences proceedings: (Maximum = 7 Marks) (a) International level = 1 Mark each (b) National level = 0.5 Mark each
(3)	For Research Note/Abstracts/short communication/Poster presentation published in Seminar/Symposium/Conferences= 0.5 and 0.25 Marks each for International and National respectively (Maximum= 6 marks)
(4)	Books published by individuals=2 marks each (Maximum= 4 Marks)

Note : Translation books carried **50% marks**.

(5)	Research Bulletins/Extension Bulletins/ Chapters in Books published by Universities/National Institutes/ Government Departments/Standard Commercial Publishers/Training Manuals/e-notes = 0.25 Mark each (Maximum = 3 Marks)
(6)	Extension Leaflets/Folders/Brochures/published by Universities/National Institutes/Government Departments/ Standard Commercial publishers = 0.25 Mark each (Maximum = 3 marks)
(7)	Popular articles published in leading Dailies/ Institutional/Govt. Departmental Periodicals/Radio talks/TV programmes/ Phone-in programmes = 0.25 Mark each (Maximum = 3 marks)

(ii) Any other publications – (Max. **2 marks**)

(1)	As Editor/Author / Compiler of POP = 0.5 mark each
(2)	As Assoc. Editor / Asst. Editor/Publisher/ Compiler of other publications = 0.25 mark each

Note : (1) All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.

(2) The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.

III. Summer Schools/ Winter Schools/ Refresher Course/ Special Training/ Symposia/ Seminar/ Workshop/ Conference **Max. Marks: 8**

(a)	For organizing each activity as in the title (i) up to 10 days duration (ii) more than 10 days duration	2.0 marks 3.0 marks (50% for course Co-director/ Associate – coordinator)
(b)	For completing: ■ One course/programme from amongst the categories of Refresher courses/Research methodology course/work shops/syllabus up-gradation workshop/ Teaching/ Learning-Evaluation/Technology Programme / Faculty Development Programmes/Short Course of at least ten days duration (or completed two courses of atleast five days duration in lieu of one ten days programme), or ■ One MOOCs course in the relevant subject (with e certification) or ■ Contribution towards the development of e-content in 4-quadrant/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course recognized by Central/ State Govts., during the period of assessment, or, ■ SWAYAM Platform recognized by Central Govt	0.5 Mark each

IV. International Exposure (Level 10 and above)

Max. Marks: 4

International visits/training/courses/seminars/consultations **1 mark per activity**

V. Awards/ Distinctions Received (Level 10 and above)

Max. Marks: 5

- | | |
|-----|--|
| (1) | International Awards = 3 Marks each |
| (2) | National Awards = 2.5 Marks each |
| (3) | State level Awards = 2 Marks each |
| (4) | University Level Awards = 1.5 Mark each |
| (5) | Any Awards/Medals/Recognitions from Professional Societies = 1 Mark each. |

Note : For Team Awards / Medals Recognitions the leader gets full marks and each Associate gets 50% of the marks assigned above

Explanatory Note for Medals/Awards/Recognitions:

- | | |
|-----|--|
| (1) | International award means, the award given by the organizations which are of international repute and established by the international funding to further the research needs of the international community (e.g., CGIAR, DST/DBT/INSA/Common wealth/US Indian Education Fund/Indo-African/ Full Bright/ FAO/ UNO etc.) recognized by Govt. of India/International Bodies (Other than Professional Societies.) |
| (2) | National level award means, the award secured at the National level in recognition of significant professional achievements. |
| (3) | State award means, the award initiated by the State Government in recognition of significant professional achievements. |
| (4) | University level award means, any award given at the University level. |
| (5) | Professional Society awards means, any award given by Registered Scientific Societies/Bodies in recognition of significant professional achievements. |

VI. Corporate / Other Activities**Max. Marks: 6**

(a)	Activities performed as External Examination Coordinator – Associate Coordinator/ Chief Warden / Warden/ Staff Advisor/ Tour Leader and Co Tour leader (State/All India)/Programme Officer – NSS / Indian Red cross Society/ NCC Officer/ Farm Management/ Academic, General, Financial Management (as AO/DAO/AAO Dy.R/AR/DC/AC/Dy. Librarian/Asst. Librarian etc.)/ Scrutinizing UG/PG grades/P.G.co-ordinator/seminar in charge. Leader / member in monitoring team.	1.0 mark for each activity / year
(b)	Activities performed as Member - Co-chairman – Chairman of different committees of National – International – activities/RAWE – Assoc. Coordinator – participation in RAWE camp/ Internship/ Tournament Organized/ Spl. Officer of SC-ST Cell/ Minority Cell/ Technical Assistant (Part-time)/ Students Counselor/ Leader for exposure visit of Farmers/ Liaison Officer for BOM/VIP's tours assigned by the University/ Participation in Melas/ Exhibitions at State, National, International levels representing University/ Member/ Co-Chairman in different committees of UAS activities/ Team Manager and Co-Team Manager to Sports/ Cultural Activities/ Stock verifying Officer/ Anti-ragging squad member/ grade point conversion work/ worked as Rapporteur/Co-Chairman in the National/ International Conferences, Seminars, Workshops/ Symposium etc./ Member of Class and Exam time-table committee/ Press meet work/ participation in UG&PG admission/ member involved in organization, selection of farmers / Teachers for nomination to various awards. Any other activities duly certified by the controlling officer #Duplication of claims is not entertained	0.5 mark for each activity / year

VII. Outstation Service (Level 10 and above)

Max. Marks: 5

- | | |
|-----|--|
| (a) | A/B Class City - Nil |
| (b) | C Class City – 1.0 mark / year of service |
| (c) | Other Places – 2.0 marks / year of service |

VIII. Annual Evaluation Reports (during the assessment period)

Max. Marks: 9

- | | | |
|-----|-----------|-----------------|
| (a) | ‘A’ Grade | 3.0 marks /year |
| (b) | ‘B’ Grade | 2.25 marks/year |
| (c) | ‘C’ Grade | 1.50 mark/year |

IX. Performance in Interview

Max. Marks: 9

B4- Eligibility and Score-card for Promotion from Associate Professor to Professor (Academic level 13A to Academic Level 14)

- | | |
|----|---|
| 1. | An Associate Professor (Academic Level 13A) possessing Ph.D. degree in the concerned/relevant subject, who has completed three years of service as Associate Professor (Academic Level 13A/AGP-9000) and satisfies the following conditions.

(i) Published a minimum of ten publications in the peer- reviewed journals NAAS rated or UGC -listed journals, out of which three research papers should have been published during the during assessment period; and |
| 2. | A teacher shall be promoted, if he/she gets a Satisfactory or Good grade in the annual performance assessment reports of at least two of the last three years of the assessment period and the promotion is recommended by the selection committee. |
| 3. | Minimum scores during the Selection period 70/100 (Inclusive of interview marks) |

I. Specific Achievements in Teaching/ Research/ Extension work during Assessment Period + previous two years (the activities to be certified by competent authority).

Max. Marks: 30

1. Teaching		
(a)	(i) UG / PG / Diploma courses offered in his /her HQ (ii) UG/PG/Diploma courses offered outside his /her HQ (iii) Student READY	1.00 mark / credit hour 1.50 mark / credit hour 0.125 mark / credit hour
(b)	Guidance to PG students as Chairman of the Advisory Committee (i) M.Sc. students (ii) Ph.D. students	1.00 mark for each student 1.50 marks for each student
(c)	As Member of the Advisory Committees of M.Sc. and Ph.D. degree students	0.25 mark for each student
(d)	Teaching aids developed (laboratory manuals, AV Aids, e-notes developed etc.) manuals, RAWE	0.5 mark for each activity
(e)	Acting as External Examiner for UG/PG examinations (which include paper setting, paper corrections, conducting viva-voce etc.)	0.50 mark for each activity per year
2. Research		
(a)	(i) Testing Trials/Experiments/Studies conducted / success fully conducted (ii) Nucleus/ Breeder seeds produced up to a quintal (iii) Foundation seed / Certified / TL Seeds produced (iv) Planting material produced per 1000 numbers (v) Mushroom/Bio-agents/ Bio-Fertilizers.	1.00 mark/ activity 2.00 marks 1.00 mark/ ton (max.10.00) 0.50 mark/ 1000 numbers (max.10.00) 0.5 Marks for 500 KGs (Max. 10.00) (50% marks for Co- PI)
(b)	Ad-hoc Projects (Externally funded) - for each project budget outlay (i) Projects which have been obtained by the teacher on competitive mode (ii) Institutional projects assigned by the University	0.50 mark/ Rs.1 lakh outlay (Max.10 marks) 0.25 mark/ Rs.1 lakh outlay (Max. 10 marks) (50% marks for Co-PI/ Members)
(c)	(i) Patents obtained / varieties / hybrids developed and released (ii) Patents filed	As PI – 3.0 marks for each As Co-PI– 1.5 marks for each As PI – 2.0 marks for each As Co-PI– 01 marks for each As PI – 2.0 marks for each As Co-PI– 1.0 marks for each As

	(iii) Prototypes / Technology developed (iv) Endorsement of notified varieties identified (v) Germ plasma (Microbes/Insects/Fish/Animal) registration at National level etc.	PI – 1.50 marks for each As Co-PI– 0.75 mark for each As PI – 02 marks for each As Co-PI– 01 mark for each
(d)	(i) Development of institutional facilities from external funds [Rs one lakh and above and other than 2 (b) (i) & (ii)] (e) Compilation / preparation of Annual Research Reports/ QRT reports	Leader - 3.0 marks / facility Co-Leader– 1.50 marks / facility 1.00 mark for each year.
3.	Extension	
	(a) Transfer of Technologies (i) Farm Trials/ Demonstrations/ On-Farm Testing / Campaign (ii) Field Days/ Krishi Melas /Exhibitions/ Discussion Meetings / FFS & similar works (iii) Consultancy services (based on endorsement by the controlling officer)	1.0 mark for each activity organized 0.50 mark for each activity organized and 0.25 marks per consultancy (Max. Marks 5.00)
(b)	Training programmes / Workshops / Group meets organized (i) Up to one-week duration (ii) For more than one week duration	i. Coordinator- 1.0 mark each ii. Assoc. Coordinator - 0.5 mark each i. Coordinator- 2 marks each ii. Assoc.Coord.- 1.00mark each
(c)	As Resource Person in the Training Programme / Refresher Course/ Winter/ Summer Schools/NSS/RAWE etc.	0.25 mark for each lecture delivered
(d)	As Resource Person in bi-monthly Technical Workshop or campaign	0.50 mark per workshop/ campaign attended
(e)	Diagnostic visit to farmer’s fields / family units / Radio / Television Talks	0.5 mark for each
(f)	Profit generated out of Revolving Fund (a) Up to Rs.50,000 (b) Rs.50,001 to Rs.1,00,000 (c) Rs.1,00,001 to Rs.2,00,000 (d) More than Rs.2,00,000 (Mutually exclusive from 2, a, iii & (iv)	1.00 mark/year 1.50 mark/year 2.00 mark/year 3.00 mark/year
(g)	Development Technologies of video/radio programmes on Agril. Technologies	0.5 mark for each

Note : Certificate to be issued by competent authority

4)	Designated Corporate Activities	
	Farm Superintendent/ Asst. Horticulturist/ Technical Assistant/ Technical Officer in Dean's, DR's and DE's Office/ Asst. Professor (Documentation)/ Asst. Editor/ Assoc. Editor/ Information Specialists/ Audio Visual Specialist/ Asst. Professor of Physical Education/ Asst. Director of Student Welfare/ Asst. Professor in PPMC/Curator/ Manager ATIC/ Training / Extension consultant / DE's & DR's Office personnel / Controller of external examination / Extension Co-ordinator/ Co-ordinator and Teachers in Bakery Training Unit, Teachers working in Department of Kannada/ Teachers working in Agricultural Clinic and Agricultural business centres / teachers involved in selection and documentation.	Based on the evaluation by the immediate superior/ controlling officer, marks may be allotted for performance in the designated activity of the teacher at the rate of 05 marks per year. (Max-30 marks)

Any other corporate activities certified by the University authorities.

II. Published Work during the Assessment Period + previous two years

Max. Marks: 23

- (i)
- (1) For full length research papers published in refereed Scientific Journals: NAAS rated journals-
(a) Rating 6 and above = 02 Marks, (b) Rating 5 to 5.99 = 1.5 Marks, (c) Rating 4 to 4.99 = 01 Marks (d) Rating Less than 4 = 0.50 Marks, (e) Research note/ Full Length paper published in refereed/ UGC Listed journals = 0.5 Marks each
 - (2) Full length research papers presented & published in Seminars/ Symposia/Conferences proceedings:
(Maximum = 7 Marks):
International level = **1 Mark each**, National level = **0.5 Mark each**
 - (3) For Research Note/Abstracts/short communication/Poster presentation published in Seminar/Symposium/ Conferences=**0.5 and 0.25 Marks** each for International and National respectively (**Maximum=6 Marks**)
 - (4) Books published by individuals= **2 Marks each** (**Maximum=4 Marks**).

Note: Translation books carried 50% marks.

- (5) Research Bulletins/Extension Bulletins/ Chapters in Books published by Universities/National Institutes/ Government Departments/Standard Commercial Publishers/Training Manuals/e-notes =**0.25 Mark each** (**Maximum = 3 Marks**)
- (6) Extension Leaflets/Folders/Brochures/ published by Universities/National Institutes/Government Departments/ Standard Commercial publishers =**0.25 Mark each** (**Maximum = 3 Marks**).

(7) Popular articles published in leading Dailies/ Institutional/Govt. Departmental Periodicals/Radio talks/TV programmes/ Phone-in programmes = **0.25 Mark each (Maximum = 3 Marks)**

(ii) Any other publications - **(Max. 4 marks)**

(1) As Editor/Author/ Compiler of POP **0.5 mark each**

(2) As Assoc. Editor / Asst. Editor/Publisher/ Compiler of other publications **0.25 mark each**

Note : (1) All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.

(2) The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.

III. Summer Schools/ Winter Schools/ Refresher Course/ Special Training/ Symposia/ Seminar/ Workshop/ Conference

Max. Marks: 6

For conducting / Organizing Symposia/Seminars / Summer Institutes / Winter Institutes/Refresher Courses / Workshops / Training Programmes at

- | | |
|-----|---|
| (1) | International level = 3 Marks per activity as Leader/Director; 1.5 Marks per activity as Associate Leader/Co-Director. |
| (2) | National level = 2 Marks per activity as Leader/Director; 1.00 Marks per activity as Associate Leader / Co-Director. |
| (3) | University level = 1.50 marks per activity as Leader/Director; 0.75 mark per activity as Associate Leader/Co – Director. |
| (4) | For participating in Symposia/Seminars / Summer Institutes / Winter Institutes/ Refresher Courses / Workshop/Training Programmes as Resource Person to impart training 0.125 Marks per activity (Maximum = 1.50 Marks) |
-

IV. International Exposure (Level 10 and above)

Max. Marks: 4

International visits/training/courses/seminars/consultations **1 mark per activity**

V. Awards/ Distinctions Received (Level 10 and above)**Max. Marks: 5**

- | | |
|-----|--|
| (1) | International Awards = 3 Marks each |
| (2) | National Awards = 2.5 Marks each |
| (3) | State level Awards = 2 Marks each |
| (4) | University level Awards = 1.5 Mark each |
| (5) | Any Awards/Medals/Recognitions from Professional Societies (except American Bibliography Award/ Non – Professional Awards) = 1 Mark each. |

Note : For Team Awards / Medals / Recognitions the leader gets full marks and each Associate gets 50% of the marks mentioned above.

Note : If the award is obtained in the previous cadres

- | | |
|-----|--|
| (1) | International Awards = 1.50 Marks each. |
| (2) | National award = 1.25 Marks each |
| (3) | State Awards = 1.00 Marks each. |
| (4) | University level Awards = 0.75 Marks each. |
| (5) | Any Awards/Medals/Recognitions from Professional Societies (except American Bibliography Award/ Non – Professional Awards) = 0.5 Mark each. |

Explanatory Note for Medals/Awards/Recognitions:

- | | |
|-----|---|
| (1) | International award means, the award given by the organizations which are of international repute and established by the international funding to further the research needs of the international community (e.g., CGIAR, DST/DBT/INSA/Common wealth/US Indian Education Fund/Indo-African/ Full Bright/ FAO/ UNO etc) recognized by Govt. of India/International Bodies (Other than Professional Societies.) |
| (2) | National level award means, the award secured at the National level in recognition of significant professional achievements. |
| (3) | State award means, the award initiated by the State Government in recognition of significant professional achievements. |
| (4) | University level award means, any award given at the University level. |
| (5) | Professional Society awards means, any award given by Registered Scientific Societies/Bodies in recognition of significant professional achievements. |

VI. Corporate / Other Activities**Max. Marks: 8**

(a)	Activities performed as External Examination Coordinator – Associate Coordinator/ Chief Warden / Warden/ Staff Advisor/ Tour Leader and Co-Tour leader (State/All India)/ Programme Officer – NSS / Indian Redcross Society/NCC Officer/ Farm Management/ Academic, General, Financial Management (as AO/DAO/AAO Dy.R/AR/DC/AC/Dy. Librarian/Asst. Librarian etc.)/ Scrutinizing UG/PG grades/P.G.co-ordinator/seminar in charge. Leader / member in monitoring team.	1.0 mark for each activity / year
(b)	Activities performed as Member - Co-chairman – Chairman of different committees of National – International – activities/ RAWE – Assoc. Coordinator – participation in RAWE camp/ Internship/ Tournament Organized/ Spl. Officer of SC-ST Cell/ Minority Cell/ Technical Assistant (Part-time)/ Students Counselor/ Leader for exposure visit of Farmers/ Liaison Officer for BOM/ VIP's tours assigned by the University/Participation in Melas/ Exhibitions at State, National, International levels representing University/ Member/ Co Chairman in different committees of UAS activities/ Team Manager and Co-Team Manager to Sports/ Cultural Activities/ Stock verifying Officer/ Anti-ragging squad member/ grade point conversion work/ worked as Rapporteur/ Co-Chairman in the National/ International Conferences, Seminars, Work shops/ Symposium etc./ Member of Class and Exam time-table committee/ Press meet work/ participation in UG&PG admission/ member involved in organization, selection of farmers / Teachers for nomination to various awards. Any other activities duly certified by the controlling officer #Duplication of claims is not entertained	0.5 mark for each activity / year

VII. Outstation Service (Level 10 and above)**Max. Marks: 5**

- (a) A/B Class City - Nil
 (b) C Class City – **1.0 mark** / year of service
 (c) Other Places – **2.0 marks** / year of service

VIII. Annual Evaluation Reports (during the assessment period)**Max. Marks: 9**

(a) 'A' Grade	3.0 marks/year
(b) 'B' Grade	2.25 marks/year
(c) 'C' Grade	1.50 mark/year

IX. Performance in Interview**Max. Marks: 10**

B5- Eligibility and Score-card for Promotion from Professor to Senior Professor (Academic Level 14 to Academic Level 15)

1	<p>A Professor (Academic Level 14), who has completed ten years of service as Professor (Academic level 14/AGP Rs.10000) and satisfies the following conditions.</p> <p>(i) Published a minimum of ten publications in the peer-reviewed journals or UG Clisted/NAAS rated journals during the assessment period; and</p> <p>(ii) Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period.</p>
2	<p>For elevation to the Senior Professor, additional credentials are to be evidenced by;</p> <p>(a) Post-doctoral research outputs of high standard</p> <p>(b) Awards/ honours/ and recognitions</p> <p>Additional research degrees like D. Sc., D.Litt., LID etc., patents and IPR on products and processes developed/technology transfer achieved in the case of teachers in science and technology.</p>
3	<p>The Selection process shall be based on academic achievement, favourable review from three persons of eminence in the concerned subjects who either are serving or retired and of the rank not below Deans/ Directors/Vice-Chancellors or equivalent cadres. Further, the selection shall be based on marks scored as per score card including 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with the Guidelines.</p>
4	<p>Minimum scores during the Selection period 70/100 (Inclusive of interaction marks)</p>

Score card

Sl. No.	Particulars	Marks allotted for main items
1.	Academic Qualifications.	02
2.	Experience in the cadre of Professor and above.	05
3.	Scientific publications in the cadre of Professor.	20
4.	Attainment in the professional field in the cadre of Professor.	12
5.	Externally funded Projects operated as Professor	15
6.	International Exposure (in the cadre of Professor & above).	06
7.	Institutional Building (in the cadre of Professor and above).	05
8.	Organizing Symposium Seminar/ Summer Institute/ Winter Institutes/ Refresher Courses/ Workshops and Training Programme in the cadre of Professor and above.	07
9.	Awards/Medals/Fellowships/recognition for academic excellence in Teaching/Research/Extension in the cadre of Professor and above.	08
10.	Out station experience in the cadre of Professor and above.	05
11.	Confidential reports for the preceding 5 years in the cadre of Professor	05
12.	Interaction	10
Total Marks:		100

EXPLANATORY NOTES FOR AWARD OF MARKS

1. Academic Qualifications Higher Qualification in the academic field in the cadre of Professor and above.	Maximum marks allotted = 02 a) Post-doctoral fellow (6 Months and above) b) Visiting Professor / Visiting Scientist or Fellow (3 months and above)
2. Experience in the cadre of Professor and above. (Marks will be awarded after 10 years of experience)	Maximum marks allotted = 05 (1 mark for each year over and above 10 years)
3. Scientific publications in the cadre of Professor and above to the last date of submission of application.	<p>Maximum marks allotted = 20</p> <p>(a) For full length papers published in refereed scientific Journals:</p> <p>(1) International level = 1.5 marks each</p> <p>(2) National level = 1 mark each</p> <p>(3) Research note published in refereed journals = 0.5 mark each</p> <p>(b) Full length papers presented & published in Seminar/Symposia Conferences proceedings: (Maximum = 7 marks)</p> <p>(1) International level = 1 mark each</p> <p>(2) National level = 0.5 mark each.</p> <p>(c) For Research Note / Abstracts / short communication / Poster presentation published in Seminar / Symposium / Conferences = 0.50 and 0.25 mark each for National/International respectively each (Maximum = 6 marks)</p> <p>(d). Books published by individuals= 2 marks each (Maximum=4 marks).</p> <p><i>Note : Translation books carry 50% marks.</i></p> <p>(e) Research Bulletins / Extension Bulletins /Chapters in Books published by Universities /National Institutes /Government Departments / Standard Commercial Publishers / Training Manuals /Teaching Manuals =0.25 mark each (Maximum = 3 marks)</p> <p>(f) Extension Leaflets / Folders / Brochures/published by Universities / National Institutes /Government Departments / Standard Commercial publishers =0.25 mark each(Maximum = 3 marks).</p> <p>(g) Popular articles published in leading Dailies/Institutional /Govt. Departmental Periodicals/ Radio talks/ TV programmes/ Phone- in programmes = 0.25 mark each (Maximum = 3 marks)</p> <p>Note:</p> <p>(1) <i>All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application</i></p> <p>(2) <i>The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.</i></p>

<p>4. Special Attainment in the cadre of Professor and above to the last date of submission of application.</p>	<p>Maximum marks allotted = 12</p> <p>(a) Special attainment achieved in Teaching / Research / Extension In addition to his / her regular Teaching / Research / Extension activities.= 0.5 mark per activity.</p> <p>(b) For every PG student guided.</p> <ol style="list-style-type: none"> 1. Ph.D. Student = 0.75 mark 2. M.Sc. Student = 0.50 mark <p>As a Member/Guide = 0.25 mark</p> <p>(c) Release of Variety / Technology / Prototypes developed = 02 marks each. For PI/Leader and for Co-PI/ Collaborator/ Associates = 1 mark each</p> <p>(d) Registration for Patents made=3 marks each</p> <p>(e) Service rendered by carrying out full time activities to support the University's academic/General administration = 1 mark per year.</p> <p>(f) Serving/served as Chairman/Member in National/State level Scientific Committees, Executive Committee Member of National bodies, Member of INSA, NAAS, Accreditation Committee, Peer Review Committee and similar committees, Fellow of Academic Bodies, Chairman of International Conferences Session, Member of Academic Council of UAS, and nominated Member of the Academic Council /Board of Studies of other Universities, Member of Governing Body/Editorial Board of National/International Journals, Task Force Member, Guiding a student who secures Jawaharlal Nehru Award. – Maximum Marks = 03 (0.5 marks for each activity).</p>
<p>5. A. Externally funded Projects operated in the cadre of Professor and above.</p>	<p>Maximum marks allotted (A+B) = 15</p> <p>(a) Project outlay of Rs.1 Lakh to 5 Lakhs = 1 mark per Project as Principal Investigator (PI) and 0.5 mark per Project as Co-Principal Investigator (Co- PI).</p> <p>(b) Project outlay of Rs.5 Lakh to 10 Lakhs = 2 marks per Project as Principal Investigator (PI) and 1 mark per Project as Co-Principal Investigator (Co- PI).</p> <p>(c) Projects outlay of above Rs.10 Lakhs up to 20 Lakhs = 3 marks per Project as PI and 1.5 marks per Project as Co PI.</p> <p>(d) Projects outlay of Rs.21 Lakhs up to 50 Lakhs = 4 marks per Project as PI and 2 marks per Project as Co- PI.</p> <p>(e) Project outlay of above 51 Lakhs = 5 marks per project as PI and 2.5 marks per project as Co-PI.</p>
<p>B. Projects / funds allotted to teachers by the UAS/ Government of Karnataka in the cadre of Professor and</p>	<p>(a) Project outlay of Rs.1 Lakh to 10 Lakhs = 1 mark per Project as Principal Investigator (PI) and 0.5 mark per Project as Co-Principal Investigator (Co- PI).</p> <p>(b) Projects outlay of above Rs.11 Lakhs upto 20 Lakhs = 1.5 marks per Project as PI and 0.75 mark per Project as Co PI.</p>

	above.	<p>(c) Projects outlay of Rs.21 Lakhs upto 50 Lakhs = 2 marks per Project as PI and 1 mark per Project as Co- PI.</p> <p>(d) Project outlay of above 50 Lakhs = 2.5 marks per project as PI and 1.25 marks per project as Co-PI.</p>
6.	International Exposure (in the cadre of Professor & above).	<p>Maximum marks allotted = 06</p> <p>(a) Experience of working with international organization /laboratory– 1 mark for each visit.</p> <p>(b) Expert/Advisor on invitation/ Government deputation, Presentation of Research papers at the International conferences. (Presented outside the Country) = 1 mark for each activity.</p>
7.	Institutional Building (in the cadre of Professor & above).	<p>Maximum marks allotted=15</p> <p>Only clearly defined contributions as a leader in institutional building shall be considered.</p> <p>(a) Creation of a totally new infra-structure, laboratory, new equipment's farm or field facility etc., that has bearing on improved standards of research, education, and extension.</p> <p>(b) Structural changes in operational research and management reforms which resulted in better production or efficient utilization of resources.</p> <p>(c) Any administrative reforms/restructuring that brought in more transparency, integrity and social justice. - 1.00 marks for each of the above stated contributions. - 0.50 mark as Co-leader</p> <p>(d) As Officer -1 mark per year.</p> <p>(e) As University Head/HOD/Scheme Head /other corporate works = 0.5 mark per year.</p>
8.	Organizing Symposium Seminar/Summer Institute/Winter Institutes/Refresher Courses/Workshops and Training Programme in the cadre of Professor and above	<p>Maximum marks allotted = 07</p> <p>For conducting / Organizing Symposia/Seminars /Summer Institute /Winter Institute/Refresher Course / Workshop / Training Programme at:</p> <p>(a) International = 3 marks per activity as Leader/Director = 2 marks per activity as Associate Leader/Co-Director; As Committee Member= 0.5 mark.</p> <p>(b) National level = 2 marks per activity as Leader/Director; 1 mark per activity as Associate Leader / Co-Director; As Committee Member= 0.5 mark.</p> <p>(c) University level = 1 mark per activity as Leader/Director; 0.50 mark per activity as Associate Leader/Co – Director; As Committee Member =0.5 mark.</p> <p>(d) For Participating in Symposia/ Seminars/ Summer Institute/Winter Institute/Refresher Course/Workshop/Training Programme as Resource Person to impart training =0.25 mark per activity.</p>

<p>9. Awards/Medals/ Fellowships/recognition for academic excellence in Teaching/ Research/Extension in the cadre of Professor and above.</p>	<p>Maximum marks allotted = 08</p> <p>(a) For any International award (recognized) such as FAO of the UN etc., relevant to the subject/discipline of specialization. In case of joint recognition / award, the leader/ PI will get 5 marks and associate will get 2.50 marks.</p> <p>(b) For any national award (recognized) such as by UGC, ICAR, CSIR, DBT, DST, State Government, Central Government etc., relevant to the subject/discipline of specialization. In case of joint recognition / award, the leader/ PI will get 4 marks and associate will get 2 marks.</p> <p>(c) 1 mark each for Recognition Award or other awards of National Academies recognized by UGC, ICAR, CSIR.</p> <p>(d) For awards from the State Government Departments, National Institutes, Universities, Professional Societies (registered), President/ Chairman/ Member/ Member Secretary of important Committees and other decision /policy making bodies/ committees of national level (excluding official duty/ assignment at institutional level); member of Editorial Board of National and international NAAS-rated Journals, Reviewer of peer-reviewed Journals, Reviewer for peer reviewed NAAS listed journals: and Conference prize/medal such as best paper or best poster =0.5 marks for each event.</p> <p>(e) University level Awards = 1 mark for each.</p>
<p>10. Outstation experience during the preceding 5 years to the last date of submission of application in the cadre of Professor and above.</p>	<p>Maximum marks allotted = 05</p> <p>(a) A/B class city = Nil.</p> <p>(b) C class city = 1.0 marks for each year of service in the cadre of Professor.</p> <p>(c) Other than 'C' City =1.5 marks for each year of service in the cadre of Professor.</p>
<p>11. Confidential reports for the preceding 5 years in the cadre as Professor and above.</p>	<p>Maximum marks allotted = 05</p> <p>Grading given by the Reporting Officer:</p> <p>(1) A/A+/A⁻ = 1 mark per year.</p> <p>(2) B/B+/B⁻ = 0.75 mark per year.</p> <p>(3) C/C+/C⁻ = 0.5 mark per year.</p>
<p>12. Interaction</p>	<p>Maximum marks allotted = 10</p>

**B6- Eligibility and Score-card for Promotion of Assistant Librarian
(Academic Level 10 to Academic Level 11)**

An Assistant Librarian (Academic Level 10/AGP-Rs.6000) who has completed four years of service with a Ph.D. degree in Library Science/ Information Science/ Library and Information Science/ Documentation Science or an equivalent degree, or **five years** of service with a M. Phil. Degree, or **six years** of service without a Ph. D./ M. Phil. and satisfies the following conditions shall be promoted.

1.	(a) Attended one orientation course of 21 days duration; and (b) Attended training, seminar or workshop on automation and digitization, maintenance and related activities of at least two weeks or 10 days above.
2.	An Assistant Librarian (Academic Level 10/AGP-Rs.6000) shall be promoted, if he/she gets a "Satisfactory" or "Good" grade in the annual performance assessment reports of the assessment period, as the case may be; and the promotion is recommended by the Screening-cum-Evaluation Committee.
3.	Minimum score required for promotion: 60/100

Score Card

Sl. No.	Particulars	Marks
I	Specific achievements in Library Services	45
II	Projects during the assessment	2
III	Published work (in the Cadre of Assistant Librarian and above)	15
IV	Attainment in the professional field during the assessment period	10
V	Exposure to Symposium / Seminars / Summer Institutes / Winter Institutes / Refresher Courses / Conference/ Workshops / Training Programmes including online programmes/ Webinar/ Online FDTP, etc.	8
VI	International Exposure during the assessment period	1
VII	Awards/ Distinctions received during the assessment period	2
VIII.	Corporate / other activities during the assessment period	2
IX	Outstation Service during the assessment period	3
X	Annual evaluation report during the assessment period	12
	Total Marks	100

Explanatory Notes for award of marks

I.	Specific achievements in Library Services during the Assessment Period (all activities to be certified by the competent authority)	Max. Marks 45
	(1) Library Services: Services rendered in different section of the Library like, Acquisition, Periodicals, Technical, Circulation, Documentation, Maintenance, Computer, Reference, Creation of Manual Databases, etc.	Max. Marks: 25 5 marks for each activity per year

	<p>(2) Specialized / Additional Services: Services rendered under the following sections:</p> <p>(a) Binding section, (b) General T.B.B. (b) SC/ST Book Bank (d) Photographic section, (e) Institutional Repositories (c) Digital Library, g, Reprography Service (h) On-line Services. (d) Assisting Librarian in Administration.</p>	<p>(Max 10 marks) 2 mark per year</p>
	<p>(3) Innovative Library Activities:</p> <p>(a) Conducting Library Usage survey (b) Conducting Book Exhibition (c) Preparation of reading list for students (d) Creation of database OPAC (e) Library extension service (f) Digitalization of documents (g) Creation of Virtual/Digital Library</p>	<p>(Max 10 marks) 1 mark for each activity per year</p>
II	Projects during the assessment period	Max. Marks: 2
	<p>Adhoc projects (externally funded): for each project budget outlay</p> <p>(a) Projects obtained on competitive mode will get full marks.</p> <p>(b) Institutional projects funded by the University will get 50% marks</p>	<p>(i) Project outlay of up to Rs 5.00 Lakhs = 1.0 mark per project as Principal Investigator (PI) and 0.5 mark per project as Co-PI.</p> <p>(ii) Project outlay of Rs.5.00 lakhs and above = 2.0 marks per Project as PI and 1.0 mark per Project as Co-PI.</p>
III	Published work during the assessment period	Max. Marks: 15
	<p>(i) For full length papers published in refereed journals with ISSN:</p>	<p>(a) Articles published in International Journals with ISSN = 2 marks each (b) Articles published in National Journals with ISSN = 1 mark each</p>
	<p>(ii) Full length papers presented & published in Seminar/ Sym posia/Conferences proceedings: with ISBN</p>	<p>(a) International level = 02 marks each (b) National level = 01 mark each (c) State/University level = 0.5 mark each</p>
	<p>(iii) For Research Note/Abstracts published in journal/ Proceedings of Seminars/Symposia/Conferences</p>	0.5 mark each

(IV) Books published / Chapters in Book published by Universities/National Institutes/ Government Departments/Standard Commercial Publishers by individuals with ISBN	<p>(a) Book Published – 2 Marks</p> <p>(b) Bibliographies published compiled = 0.1 marks /each</p> <p>(c) Chapters in standard books = 0.5 mark each</p>
(V) Research Bulletins/Extension Bulletins/ Popular articles / Radio talks/TV programmes / Phone-in programmes / Practical manuals/ publishers/ Special Guest lecture	<p>Max. Marks = 1</p> <p>0.5 Mark each</p>

Note:

- (1) All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application
- (2) The first three authors in all the above cases will get full marks while the rest of the authors will get **50** per cent of the marks allotted to each item.

<p>IV. Attainment in the professional field during the assessment period</p>	<p>Max. Marks: 10</p> <p>(a) Offering orientation courses for UG/PG students = 0.5 mark/course/ year</p> <p>(b) Offering PGS (501) courses in Library and/or Information Science at postgraduate level=1 mark per year</p> <p>(c) Conducting book exhibition in special occasions=1 mark each</p> <p>(d) Preparation of Library Manual Folder like Database Usage and E-resources, etc.= 0.5 mark per each</p> <p>(e) Creation /development of e-content for online courses like MOOC, Swayam, etc 1 marks each</p> <p>(i) As a Leader =1 mark each</p> <p>(ii) As Associate=0.5 mark each</p> <p>(f) Major Advisor / Guide for M.Phil / Ph.D.= 1 mark per student</p>
<p>V. Exposure to Symposium / Seminars / Summer Institutes Winter Institutes / Refresher Courses / Workshops / Conference / Training Programmes including online programmes/ Webinar/ Online FDTP during the assessment period</p>	<p>Note: All certificates should be issued by the competent authority</p> <p>Maximum marks = 8</p> <p>(1) For conducting/organizing Symposia / Seminars/Summer Institute / Writer Institute/ Refresher course/Workshop / Training Programme at :</p> <p>(a) International level = 3 marks</p>

		<p>activity as Leader/ Director, 1.5 marks/ activity as Associate Leader /Co-Director.</p> <p>(b) National level = 2 marks/activity as Leader Director; 1 mark/ activity as Associate Leader/ Co-Director.</p> <p>(c) University level = 1 mark / activity as Leader/Director; 0.5 mark/activity as Associate Leader/ CoDirector.</p> <p>(2) For participating in Summer School/ Winter School/ Refresher Course/ Orientation Course of more than 10 days duration Programme of at least 5 days duration (Two courses), or taken MOOCs Course (with e-Certificate) or development of e-Contents in four quadrants/ MOOCs course = 2 Marks per activity.</p> <p>(3) For participation in Special Training/Orientation Programmes/ Symposia/ Seminars/Conferences/ Technology Programmes/ Workshops (except annual workshop), etc.: 1 Mark each (Max. 2 Mark).</p>
VI.	International Exposure (during the Assessment Period) International Visits/ Training/ Courses	Max. Marks: 1 1.0 mark per activity
VII.	Awards/ Distinctions received (during the Assessment period) (a) International award (b) National award (c) State award (d) University award (e) Professional Society Award	Max. Marks: 2 2.0 marks for each 1.5 marks for each 1.0 mark for each 0.75 mark for each 0.5 mark for each
Note: Best Paper Award/ Best Poster Presentation Award/ Best Paper Presentation Award in any journal/ conference/ seminar/ symposium etc. will be treated as Professional Society Award		
VIII	Corporate/other activities (during the assessment period)	Max. Marks: 2
	(a).Activities performed as External Examination Coordinator/Associate Coordinator/ Sr. Warden/ Staff Advisor/ Tour leader and Co-Tour leader (State / All	1.0 mark for each activity per year

	<p>India)/ NSS Programme Officer - NSS/ Indian Red cross Society Programme officer Coordinator/NCC Officer/ Farm Management; Academic, General, Financial Management (as AO/AAO DY.R/AR/DC/AC/Dy. Librarian/Asst. Librarian etc.) /Sc Leader/ member in monitoring team/ drawing officer, Internet/Wi-Fi Maintenance, Website Maintenance and Upgradation, News Paper Clipping, Referral Service, Orientation on E-resources, Providing database service, Separate section and service related to various competitive exams, Creation of Manual Databases, Creation of repository of important activities like RAWE, ELP, All India Tour</p>	
	<p>(b). Activities performed as Member/ Co-Chairman/ Chairman of different committees of National/ International activities, RAWE- Assoc. Coordinator, participation in RAWE camp internship KrishiMela/ Convocation/ Tournament Organized/ Spl. Officer of SC-ST Cell/ Minority Cell/ Placement cell Technical Assistant (Part-time)/ Students Counsellor/ Leader for exposure visit of farmers/ Liaison Officer for BOM/VIP's tours assigned by the University/ Participation in Melas/ Exhibitions at State, National, International levels representing University/member/ Co Chairman in different committees of UAS activities/ Team manager and co-team manager to sports/Cultural activities/ Stock verifying officer/ Anti-ragging squad member/ grade point conversion work/ worked as Rapporteur/Co-Chairman in the National/International conferences, Seminars, Workshops Symposium etc., Member of Class and Exam time-table committee,/Press meet work participation in UG & PG admission/member involved in organization, selection of farmers/teachers for nomination to various awards.</p> <p>Any other activities duly certified by the controlling officer</p>	<p>0.1 mark for each activity per year</p>
IX.	Outstation Service (During the assessment period)	Max. Marks: 3
	<p>(a) A/B Class city</p> <p>(b) C Class city</p> <p>(c) Other Places</p>	<p>Nil.</p> <p>1.0 mark / year of service</p> <p>1.5 marks / year of service</p>
X.	Annual evaluation report (during the assessment period)	Max. Marks: 12

	Grade	Assessment Period=4 years	Assessment Period=5 years	Assessment Period=6 years
(a)	'A' Grade	3.0 marks	2.5 marks	2.0 marks
(b)	'B' Grade	2.5 marks	2.0 marks	1.5 marks
(c)	'C' Grade	2.0 marks	1.5 marks	1.0 marks

TOTAL MARKS - 100

**B7- Eligibility and Score-card for Promotion of Assistant Librarian
(Academic Level 11 to Academic Level 12)**

An Assistant Librarian (Academic Level 11/AGP Rs.7000) who has completed five years of service as Assitant Librarian (Academic Level 11/AGP Rs.7000) and satisfies the following conditions shall be promoted.

1	Has done any two of the following in the last five years: (1) Training/Seminar/Workshop/Course on automation and digitization, (2) Maintenance and other related activities of at least two weeks or above 10 days duration (or completed two courses of at least five days duration in lieu of every course/programme of ten days duration), (3) Taken/developed one MOOCs course in the relevant subject (with e-certification), or (4) Library up-gradation course during the assessment period.
2	An Assistant Librarian (Academic Level 11) shall be promoted, if he/she gets a "Satisfactory" or "Good" grade in the annual performance assessment reports of the assessment period; and the promotion is recommended by the Screening-cum-Evaluation Committee.
3	Minimum score required for promotion: 65/100

Score Card

Sl.No.	Particulars	Marks
I	Specific achievements in Library Services	45
II	Projects during the assessment	2
III	Published work (in the Cadre of Assistant Librarian and above)	15
IV	Attainment in the professional field during the assessment period	10
V	Exposure to Symposium / Seminars / Summer Institutes / Winter Institutes / Refresher Courses / Conference/ Workshops / Training Programmes including online programmes/ Webinar/ Online FDTP, etc.	8
VI	International Exposure during the assessment period	1
VII	Awards/ Distinctions received during the assessment period	2
VIII.	Corporate / other activities during the assessment period	2
IX	Outstation Service during the assessment period	3
X	Annual evaluation report during the assessment period	12
	Total Marks	100

Explanatory Notes for award of marks

I.	Specific achievements in Library Services during the Assessment Period (all activities to be certified by the competent authority)	Max. Marks 45
	(1) Library Services: Services rendered in different section of the Library like, Acquisition, Periodicals, Technical, Circulation, Documentation, Maintenance, Computer, Reference, Creation of Manual Databases, etc.	Max. Marks: 25 5 marks for each activity per year
	(2) Specialized / Additional Services: Services rendered under the following sections: (a) Binding section, (b) General T.B.B. (c) SC/ST Book Bank (d) Photographic section, (e) Institutional Repositories (c) Digital Library, g, Reprography Service h). On-lin Services. (d) Assisting Librarian in Administration.	(Max 10 marks) 2 mark per year
	(3) Innovative Library Activities: (a) Coducting Library Usage survey (b) Conducting Book Exhibition (c) Preparation of reading list for students (d) Creation of database OPAC (e) Library extension service (f) Digitalization of documents (g) Creation of Virtual/Digital Library	(Max 10 marks) 1 mark for each activity per year
II	Projects during the assessment period	Max. Marks: 2
	Adhoc projects (externally funded): for each project budget outlay (a) Projects obtained on competitive mode will get full marks. (b) Institutional projects funded by the University will get 50%marks	Project outlay of up to Rs 5.00 Lakhs = 1.0 mark per project as Principal Investigator (PI) and 0.5 mark per project as Co-PI. Project outlay of Rs.5.00 lakhs and above = 2.0 marks per Project as PI and 1.0 mark per Project as Co-PI.

III	Published work during the assessment period	Max. Marks: 15
	(1) For full length papers published in refereed journals with ISSN:	(a) Articles published in International Journals with ISSN = 2 marks each (b) Articles published in National Journals with ISSN = 1 mark each
	(2) Full length papers presented & published in Seminar/ Symposia/Conferences proceedings: with ISBN	(a) International level = 02 marks each (b) National level = 01 mark each (c) State/University level = 0.5 mark each
	(3) For Research Note/Abstracts published in journal/ Proceedings of Seminars/Symposia/Conferences	0.5 mark each
	(4) Books published / Chapters in Book published by Universities/National Institutes/ Government Departments/Standard Commercial Publishers by individuals with ISBN	(a) Book Published – 2 Marks (b) Bibliographies published compiled = 0.1 marks / each (c) Chapters in standard books = 0.5 mark each
	(5) Research Bulletins/Extension Bulletins/ Popular articles / Radio talks/TV programmes / Phone-in programmes / Practical manuals/ publishers/ Special Guest lecture	Max. Marks = 1 0.5 Mark each

Note:

- (1) All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application
- (2) The first three authors in all the above cases will get full marks while the rest of the authors will get **50** per cent of the marks allotted to each item.

IV	Attainment in the professional field during the assessment period	Max. Marks: 10
		(a) Offering orientation courses for UG/PG students = 0.5 mark/course/year (b) Offering PGS (501) courses in Library and/or Information Science at postgraduate level = 1 mark per year (c) Conducting book exhibition in special occasions=1 mark each

		<p>(d) Preparation of Library Manual Folder like Database Usage and E-resources, etc.= 0.5 mark per each</p> <p>(e) Creation /development of e content for online courses like MOOC, Swayam, etc 1 marks each : As a Leader =1 mark each, :(ii) As Associate=0.5 mark each</p> <p>(f) Major Advisor / Guide for M. Phil / Ph.D.= 1 mark per student</p> <p>Note : All certificates should be issued by the competent authority.</p>
<p>V.</p>	<p>Exposure to Symposium / Seminars / Summer Institutes / Winter Institutes / Refresher Courses / Workshops / Conference / Training Programmes including online programmes/ Webinar/ Online FDTP during the assessment period</p>	<p>Maximum marks = 8</p> <p>(1) For conducting/organizing Symposia/Seminars/ Summer Institute/Writer Institute/ Refresher course/ Workshop/ Training Programme at :</p> <p>(a) International level= 3 marks /activity as Leader/ Director, 1.5 marks/ activity as Associate Leader/CoDirector.</p> <p>(b) National level = 2 marks / activity as Leader/ Director; 1 mark/ activity as Associate Leader / Co-Director.</p> <p>(c) University level = 1 mark / activity as Leader/ Director; 0.5 mark/ activity as Associate Leader/ Co-Director.</p> <p>(2) For participating in Summer School/Winter School/ Refresher Course/ Orientation Course of more than 10 days duration / Faculty Development Programme of at least 5 days duration</p>

		<p>(Two courses), or taken MOOCs Course (with eCertificate) or development of e-Contents in four quadrants/MOOCs course = 2 Marks per activity.</p> <p>(3) For participation in Special Training Orientation Programmes/ Symposia/Seminars/ Conferences/ Technology Programmes/Workshops (except annualworkshop), etc :1 Mark each (Max. 2 Mark).</p>
VI	International Exposure (during the Assessment Period) International Visits/ Training/ Courses	Max. Marks: 1 1.0 mark per activity
VII	Awards/ Distinctions received (during the Assessment period) (a) International award (b) National award (c) State award (d) University award (e) Professional Society Award	Max. Marks: 2 2.0 marks for each 1.5 marks for each 1.0 marks for each 0.75 mark for each 0.5 mark for each
<i>Note: Best Paper Award/ Best Poster Presentation Award/ Best Paper Presentation Award in any journal/ conference/ seminar/ symposium etc. will be treated as Professional Society Award.</i>		
VIII.	Corporate / other activities (during the assessment period)	Max. Marks: 2
	(a). Activities performed as External Examination Coordinator Associate Coordinator/ Sr. Warden/ Staff Advisor/Tour leader and Co-Tour leader (State /all India)/ NSS Programme Officer - NSS/ Indian Red cross Society Programme officer/Coordinator/ NCC Officer/ Farm Management; Academic, General, Financial Management (as AO/AAO DY.R/AR/DC/AC/Dy. Librarian/Asst. Librarian etc.) / Scrutinizing UG/PG grades/ P.G. co-ordinator/ seminar in-charge/ Leader/ member in monitoring team/ drawing officer, Internet/ Wi-Fi Maintenance, Website Maintenance and Upgradation, News Paper Clipping, Referral Service, Orientation on E-resources,Providing database service, Separate section and service related to various	1.0 mark for each activity per year

	competitive exams, Creation of Manual Databases, Creation of repository of important activities like RAWE, ELP, All India Tour	
(b).	<p>Activities performed as Member/ Co-Chairman/ Chairman of different committees of National/ International activities, RAWE- Assoc. Coordinator, participation in RAWE camp internship/ Krishi Mela/ Convocation/ Tournament Organized/Spl. Officer of SC-ST Cell/ Minority Cell/ Placement cell Technical Assistant (Part-time)/ Students Counselor/ Leader for exposure visit of farmers/ Liaison Officer for BOM/ VIP's tours assigned by the University/ Participation in Melas/ Exhibitions at State, National, International levels representing University/ member/ Co-Chairman in different committees of UAS activities/Team manager and co-team manager to sports/ Cultural activities/ Stock verifying officer/ Anti-ragging squad member/ grade point conversion work/ worked as Rapporteur/Co-Chairman in the National/ International conferences, Seminars, Workshops/ Symposium etc., Member of Class and Exam time-table committee,/ Press meet work participation in UG & PG admission/ member involved in organization, selection of farmers/ teachers for nomination to various awards.</p> <p>Any other activities duly certified by the controlling officer</p>	1.0 mark for each activity per year
IX	<p>Outstation Service (During the assessment period)</p> <p>(a) A/B Class city</p> <p>(b) C Class city</p> <p>(c) Other Places</p>	<p>Max. Marks: 3</p> <p>Nil.</p> <p>1.0 mark / year of service</p> <p>1.5 marks / year of service</p>
X	Annual evaluation report (during the assessment period)	Max. Marks: 12

Grade	Assessment Period=5 years
(a) 'A' Grade	2.5 marks
(b) 'B' Grade	2.0 marks
(c) 'C' Grade	1.5 marks

TOTAL MARKS - 100

B8- Eligibility and Score-card for Promotion from Assistant Librarian to Deputy Librarian (Academic Level 12 to Academic Level 13A)

An Assistant Librarian (Academic Level 12/AGP Rs.8000) who has completed three years of service as Assistant Librarian (Academic Level 12/AGP Rs.8000) and satisfies the following conditions shall be promoted:

1	Has done any one of the following in the last three years: (1) Training/ Seminar/ Workshop/ Course on automation and digitization, (2) Maintenance and other related activities of at least 10 days duration (or completed two courses of at least five days duration in lieu of every course/programme of ten days duration), (3) Taken/ developed one MOOCs course in the relevant subject (with e-certification), and (4) Library up-gradation course during the assessment period
2	An Assistant Librarian (Academic Level 12) shall be promoted if he/she gets a “Satisfactory” or “Good” grade in the annual performance assessment reports of the assessment period; and the promotion is recommended by the Selection Committee.
3	Minimum scores during the assessment period : 70/100 (inclusive of interview marks)

Score Card

Sl.No.	Particulars	Marks
I	Specific achievements in Library Services	40
II	Projects during the assessment period	2
III	Published work in the Cadre of Assistant Librarian above	12
IV	Attainment in the professional field (During the assessment period)	10
V	Exposure to Symposium/ Seminars/ Summer Institutes/ Winter Institutes/ Refresher Courses/ Workshops/ Training Programmes including online programmes/ Webinar/ Online FDTP	8
VI	International Exposure (during the assessment period)	1
VII	Awards/ Distinctions received (during the assessment period)	2
VIII	Corporate / other activities	2
IX	Outstation Service	3
X	Annual evaluation report	10
XI	Performance in the interview	10
	Total Marks	100

Explanatory Notes for Award of Marks

I.	Specific achievements in Library Services during the Assessment Period + Previous two years (all activities to be certified by the competent authority)	Max. Marks 40
	(1) Library Services: Services rendered in different sections of the Library, like Acquisition, Periodicals, Technical, Circulation, Documentation, Maintenance, Computer, Reference, Creation of Manual Databases, etc.	Max. Marks: 25 5 marks for each activity per year
	(2) Specialized / Additional Services: Services rendered under the following sections: (a) Binding section, (b) General T.B.B. (c) SC/ST Book Bank (d) Photographic section, (e) Institutional Repositories (f) Digital Library, (g) Reprography Service, (h) One line service (i) Assisting Librarian in Administration.	Maximum 10 Marks 2 mark per year
	(3) Innovative Library Activities: (a) Conducting Library Usage survey (b) Conducting Book Exhibition (c) Preparation of reading list for students (d) Creation of database OPAC (e) Library extension service (f) Digitalization of documents (g) Creation of Virtual/Digital Library	Maximum 5 Marks 1 mark for each activity per year
II	Projects during the assessment period	Max. Marks: 2
	Adhoc projects (externally funded): for each project budget outlay (a) Projects obtained on competitive mode will get full marks.	(a) Project outlay of above Rs. 1 lakh to 5 Lakhs.= 1.0 mark per project as PI and = 0.5 marks per project as Co-PI.
	(b) Institutional projects funded by the University will get 50% marks	(b) Project outlay of 5 lakh and above. 2.0 marks per Project as Principal Investigator (PI) and 1.5 mark per Project as Co -Principal Investigator (Co-PI).

III	Published work during the assessment period in the cadre of Assistant Librarian and above	Max. Marks: 12
	(a) For full length papers published in refereed journals with ISSN:	(a) Articles published in International Journals = 2 marks each (b) Articles published in National Journals = 1 mark each
	(b) Full length papers presented & published in International/ National University Level Seminar/Symposia / Conferences proceedings:	(a) International level = 2 mark each (b) National level = 1 mark each (c) State/University level = 0.5 mark each
	(c) For Research Note/Abstracts published in journal/Proceedings of Seminars/Symposia/Conferences	0.5 mark each
	(d) Books published/Chapters in Book, Bibliographies published by Universities/National Institutes/ Government Departments/ Standard Commercial Publishers by individuals	(a) Books published = 1 marks (b) Bibliographies published compiled = 0.5 mark./each (c) Chapters in standard books = 0.5 mark each
	(e) Research Bulletins/ Extension Bulletins/ Popular articles / Radio talks/TV programmes / Phone-in programmes / Library Practical manuals/ Library publishers / Library Brochure.	0.25 Mark each

Note:

- (1) All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application
- (2) The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.

IV.	Attainment in the professional field during the assessment period	Max. Marks: 10
		(a) Offering orientation courses for UG/PG students = 0.5 mark/course/year (b) Offering PGS (501) courses in Library and/or Information Science at postgraduate level = 1 mark per year

	<p>(c) Conducting book exhibition in special occasions= 1 mark each</p> <p>(d) Preparation of Library Manual Folder like Database Usage and E-resources, etc.= 0.1 marks per each</p> <p>(e) Creation /development of e-content for online courses like MOOC, Swayam,etc</p> <p>(i) As a Leader = 1 mark each</p> <p>(ii) As Associate= 0.5 mark each</p> <p>(f) Major Advisor / Guide for M. Phil / Ph.D.= 1 mark per student</p> <p><i>Note:</i> All certificates should be issued by the competent authority.</p>
<p>V. Exposure to Symposium / Seminars / Summer Institutes / Winter Institutes / Refresher Courses / Workshops / Training Programmes including online programmes/ Webinar/ Online FDTP during the assessment period</p>	<p>Maximum marks = 8</p> <p>(1) For conducting/organizing Symposia/Seminars/ Summer Institute/Writer Institute/ Refresher course/ Conference/ Workshop/ Training Programme at :</p> <p>(a) International level= 3 marks /activity as Leader/Director, 1.5 marks/activity as Associate Leader/Co-Director.</p> <p>(b) National level = 2 marks / activity as Leader/ Director; 1 mark/ activity as Associate Leader / CoDirector.</p> <p>(c) University level = 1 mark/ activity as Leader/ Director; 0.5 mark/ activity as Associate Leader/ CoDirector.</p>

		<p>(2) For participating in Summer School/Winter School/ Refresher Course/Orientation Course of more than 10 days duration / Faculty Development Programme of at least 5 days duration (Two courses), or taken MOOCs Course (with e-Certificate) or development of e-Contents in four quadrants/MOOCs course = 1 mark per activity</p> <p>(3) For participation in Special Training/Orientation Programmes/Symposia/Seminars/Conferences/Technology Programmes/Workshops (except annual workshop), etc.: 1 Mark each</p>
VI	International Exposure (during the Assessment Period) International Visits/ Training/ Courses	Max. Marks: 1 1.0 mark per activity
VII	Awards/ Distinctions received (during the Assessment period) (a) International award (b) National award (c) State award (d) University award (e) Professional Society Award	Max. Marks: 2 2.0 marks for each 1.5 marks for each 1.0 mark for each 0.75 mark for each 0.5 mark for each

Note: *Best Paper Award/ Best Poster Presentation Award/ Best Paper Presentation Award in any journal/ conference/ seminar/ symposium etc. will be treated as Professional Society Award.*

VIII	Corporate/other activities (during the assessment period)	Max. Marks: 2
	(a) Activities performed as External Examination Coordinator/ Associate Coordinator/ Sr. Warden/ Staff Advisor/ Tour leader and Co-Tour leader (State / All India)/ NSS Programme Officer - NSS/ Indian Red cross Society Programme officer/ Coordinator/ NCC Officer/Farm Management; Academic, General, Financial Management (as AO/AAO DY.R/AR/DC/AC/Dy. Librarian/Asst. Librarian etc.) / Scrutinizing UG/PG grades/ P.G. co-ordinator/seminar in charge/ Leader/member in monitoring team/ drawing officer, Internet/Wi-Fi Maintenance, Website Maintenance and Upgradation, News Paper	1.0 mark for each activity per year

	Clipping, Referral Service, Orientation on E-resources, Providing database service, Separate section and service related to various competitive exams, Creation of Manual Databases, Creation of repository of important activities like RAWE, ELP, All India Tour	
(b)	<p>Activities performed as Member/ Co-Chairman/Chairman of different committees of National/International activities, RAWE- Assoc. Coordinator, participation in RAWE camp internship/KrishiMela/ Convocation/ Tournament Organized/ Spl. Officer of SC-ST Cell/ Minority Cell/ Placement cell Technical Assistant (Part-time)/ Students Counsellor/Leader for exposure visit of farmers/ Liaison Officer for BOM/VIP's tours assigned by the University/ Participation in Melas/ Exhibitions at State, National, International levels representing University/ member/Co-Chairman in different committees of UAS activities/Team manager and co-team manager to sports/ Cultural activities/ Stock verifying officer/ Anti-ragging squad member/ grade point conversion work/ worked as Rapporteur / Co-Chairman in the National/ International conferences, Seminars, Workshops / Symposium etc., Member of Class and Exam time table committee,/ Press meet work participation in UG & PG admission/member involved in organization, selection of farmers/teachers for nomination to various awards.</p> <p>Any other activities duly certified by the controlling officer</p>	0.1 mark for each activity per year
IX	<p>Outstation Service (During the assessment period)</p> <p>(a) A/B Class city</p> <p>(b) C. Class city</p> <p>(c) Other Places</p>	<p>Max. Marks: 3</p> <p>Nil.</p> <p>1.0 mark / year of service</p> <p>1.5 marks / year of service</p>
X	<p>Annual evaluation report (during the assessment period)</p> <p>Grade</p> <p>(a) 'A' Grade</p> <p>(b) 'B' Grade</p> <p>(c) 'C' Grade</p>	<p>Max. Marks: 10</p> <p>Assessment Period = 3 years</p> <p>3.5 marks</p> <p>2.5 marks</p> <p>1.5 mark</p>
XI	Performance in the interview	Max. Marks: 10
	TOTAL MARKS	100

**B9 - Eligibility and Score-card for promotion for of Deputy Librarian to Librarian
(Academic Level 13A to Academic Level 14)**

A. Deputy Librarian (Academic Level 13A) who has completed three years of service as and satisfies the following conditions shall be promoted.

1	<p>(i) A Ph.D. degree in Library Science/Information Science/ Library and Information Science/Documentation / archives and Manuscript keeping.</p> <p>(ii) Has done any one of the following in the last three years:</p> <p>(1) Training/ Seminar/ Workshop/ Course on automation and digitization,</p> <p>(2) Maintenance and other related activities of at least 10 days duration (or completed two courses of at least five days duration in lieu of every course/ programme of ten days duration),</p> <p>(3) Taken /developed one MOOCs course in the relevant subject (with e-certification), and</p> <p>(4) Library up-gradation course during the assessment period</p> <p>(iii) Evidence of innovative library services, including the integration of ICT in a library.</p>
2	A Deputy Librarian (Academic Level 13A) shall be promoted if he/she gets a “Satisfactory” or “Good” grade in the annual performance assessment reports of the assessment period; and the promotion is recommended by the Selection Committee.
3	Minimum scores during the assessment period : 70/100 (inclusive of interview marks)

Score Card

Sl.No.	Particulars	Marks
I	Specific achievements in Library Services	40
II	Projects	2
III	Published work	12
IV	Attainment in the professional field	10
V	Exposure to Symposium/ Seminars/ Summer Institutes/ Winter Institutes/ Refresher Courses/ Workshops/ Training Programmes including online programmes/ Webinar/ Online FDTP	8
VI	International Exposure	1
VII	Awards/ Distinctions received	2
VIII	Corporate / other activities	2
IX	Outstation Service	3
X	Annual evaluation report	10
XI	Performance in the interview	10
	Total Marks	100

Explanatory Notes for Award of Marks

I	Specific achievements in Library Services during the Assessment Period + Previous two years (all activities to be certified by the competent authority)	Max. Marks 40
	(1) Library Services: Services rendered in different sections of the Library, like Acquisition, Periodicals, Technical, Circulation, Documentation, Maintenance, Computer, Reference, Creation of Manual Databases, etc.	Max. Marks: 25 5 marks for each activity per year
	(2) Specialized / Additional Services: Services rendered under the following sections: (a) Binding section, b. General T.B.B. (b) SC/ST Book Bank (c) Photographic section, (d) Institutional Repositories (e) Digital Library, g. Assisting Librarian in Administration. (f) Reprographic services (g) Online Service	2 mark per year
	(3) Innovative Library Activities: (a) Conducting Library Usage survey (b) Conducting Book Exhibition (c) Preparation of reading list for students (d) Creation of database OPAC (e) Library extension service (f) Digitalization of documents (g) Creation of Virtual/Digital Library (h) Conducting online training / Seminar	Maximum 5 Marks 1 mark for each activity per year
II.	Projects during the assessment period	Max. Marks: 2
	Adhoc projects (externally funded)for each project budget outlay (a) Projects obtained on competitive mode will get full marks. (b) Institutional projects funded by the University will get 50% marks	(a) Project outlay of above Rs. 1 lakh to 5Lakhs= 1.0 mark per project as PI and = 0.5 mark per project as Co-PI. (b) Project outlay of 5 lakh and above. = 2.0 marks per Project as Principal Investigator (PI) and = 1.5 marks per Project as Co-Principal Investigator (Co-PI).

III. Published work during the assessment period in the cadre of assistant Librarian and above	Max. Marks: 12
(i) For full length papers published in refereed journals with ISSN:	(a) Articles published in International Journals = 2 marks each (b) Articles published in National Journals = 1 mark each
(ii) Full length papers presented & published in Seminar/ Symposia/ Conferences proceedings:	(a) International level = 2 mark each (b) National level = 1 mark each (c) State/University level = 0.5 mark each
(iii) For Research Note/Abstracts published in journal/ Proceedings of Seminars/Symposia/Conferences	= 0.5 mark each
(iv) Books published Chapters in Book, Bibliographies published by Universities/National Institutes/ Government Departments/Standard Commercial Publishers by individuals	(a) Book Published 1 Mark (b) Bibliographies published compiled = 0.5marks /each (c) Chapters in standard books = 0.5 mark each
v) Research Bulletins/Extension Bulletins/ Popular articles / Radio talks/TV programmes / Phone-in programmes / Practical Library manuals/ Library Brochures publishers	= 0.25 Mark each

Note : (1) All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application

(2) The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.

IV Attainment in the professional field during the assessment period	Max. Marks: 10 (a) Offering orientation courses for UG/PG students = 0.5mark/course/year. (b) Offering PGS (501) courses in Library and/or Information Science at post-graduate level= 1 mark per year (c) Conducting book exhibition in special occasions= 1 mark each (d) Preparation of Library Manual Folder like Database Usage and E-resources, etc.= 1 mark per each (e) Creation /development of e-content for online courses like MOOC, Swayam, etc., (i) As a Leader = 1mark each (ii)As Associate= 0.5 mark each
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	<p>(f) Major Advisor / Guide for M. Phil / Ph.D = 1 mark per student</p> <p><i>Note</i> : All certificates should be issued by the compet</p>
<p>V. Exposure to Symposium / Seminars / Summer Institutes / Winter Institutes / Refresher Courses / Workshops / Training Programmes including online programmes/ Webinar/ Online FDTP during the assessment period</p>	<p>Maximum marks = 8</p> <p>(1) For conducting/organizing Symposia/ Seminars/ Summer Institute/Writer Institute/ Refresher course/ Conference / Workshop/ Training Programme at :</p> <p>(a) International level = 3 marks/ activity as Leader / Director, =1.5 marks / activity as Associate Leader /Co-Director.</p> <p>(b) National level = 2 marks / activity as Leader/Director; =1 mark/ activity as Associate Leader / Co Director.</p> <p>(c) University level = 1 mark/ activity as Leader/Director; = 0.5 mark / activity as Associate Leader/ Co-Director.</p> <p>(2) For participating in Summer School/ Winter School/ Refresher Course/ Orientation Course of more than 10 days duration/Faculty Development Programme of at least 5 days duration (Two courses), or taken MOOCs Course (with e-Certificate) or development of e-Contents in four quadrants/MOOCs course. = 1 mark per activity.</p> <p>(3) For participation in Special Training/ Orientation Programmes/ Symposia/ Seminars /Conferences/ Technology Programmes/ Workshops (except annual workshop), etc.: 1 Mark each</p>
<p>VI International Exposure (during the Assessment Period)</p>	<p>Max. Marks: 1</p>
<p>International Visits/ Training/ Courses</p>	<p>1.0 mark per activity</p>

VII Awards/ Distinctions received (during the Assessment period)	Max. Marks: 2
(a) International award	2.0 marks for each
(b) National award	1.5 marks for each
(c) State award	1.0 mark for each
(d) University award	0.75 mark for each
(e) Professional Society Award	0.5 mark for each

Note : Best Paper Award/ Best Poster Presentation Award/ Best Paper Presentation Award in any journal/ conference/ seminar/ symposium etc. will be treated as Professional Society Award.

VIII Corporate/other activities (during the assessment period)	Max. Marks: 2
(a) Activities performed as External Examination Coordinator/ Associate Coordinator/ Sr. Warden/ Staff Advisor/ Tour leader and Co-Tour leader (State / All India)/ NSS Programme Officer - NSS/ Indian Red cross Society Programme officer/ Coordinator/ NCC Officer/ Farm Management; Academic, General, Financial Management (as AO/AAO DY.R/AR/DC/AC/Dy. Librarian/Asst. Librarian etc.) / Scrutinizing UG/PG grades/ P.G. coordinator/ seminar in charge/ Leader/ member in monitoring team/ drawing officer, Internet/ Wi-Fi Maintenance, Website Maintenance and Upgradation, News Paper Clipping, Referral Service, Orientation on E-resources, Providing database service, Separate section and service related to various competitive exams, Creation of Manual Databases, Creation of repository of important activities like RAWE, ELP, All India Tour	1.0 mark for each activity / per year
(b). Activities performed as Member/ Co-Chairman/ Chairman of different committees of National/ International activities, RAWE- Assoc. Coordinator, participation in RAWE camp internship/ Krishi Mela/ Convocation/ Tournament Organized/ Spl. Officer of SC-ST Cell/ Minority Cell/ Placement cell Technical Assistant (Part time)/ Students Counselor/ Leader for exposure visit of farmers/ Liaison Officer for BOM/ VIP's tours assigned by the University/ Participation in Melas/ Exhibitions at State, National, International levels representing University/ member/ Co-Chairman in different committees of UAS activities/ Team manager and co-team manager to sports/Cultural activities/ Stock verifying officer/ Anti-ragging squad member/ grade point conversion work/ worked as Rapporteur / Co-Chairman in the National/ International	1.0 mark for each activity / per year

	<p>conferences, Seminars, Workshops/ Symposium etc., Member of Class and Exam time-table committee/ Press meet work participation in UG & PG admission/ member involved in organization, selection of farmers/ teachers for nomination to various awards.</p> <p>Any other activities duly certified by the controlling officer</p>	
IX	Outstation Service (During the assessment period)	Max. Marks: 3
	(a) A/B Class city	Nil.
	(b) C Class city	1.0 mark / year of service
	(c) Other Places	1.5 marks / year of service
X	Annual evaluation report (during the assessment period)	Max. Marks: 10
	Grade	Assessment Period = 3 years
	(a) 'A' Grade	3.5 marks
	(b) 'B' Grade	2.5 marks
	(c) 'C' Grade	1.5 mark
XI	Performance in the interview	Max. Marks: 10
	TOTAL MARKS	100

**B10 - Eligibility and Score-card for promotion of Assistant Professor of Physical Education
(from Academic level 10 to Academic Level 11)**

1	<p>An Assistant Professor (Academic Level 10/AGP- Rs.6000) who has completed four years of service with a Ph. D. degree, or five years of service with a M. Phil or six years of service without a Ph.D/ M. Phil and satisfies the following conditions.</p> <p>(i) Attended one orientation/Refresher course of 21 days duration on teaching methodology during the assessment period;</p> <p>(ii) Any one of the following (Online/offline): Completed Refresher/Research Methodology course/workshop/ syllabus up-gradation workshop/Training Teaching- Learning Evaluation, Technology Programmes/ Faculty Development Programmes of at least five days duration, or taken on MOOCs course(with e-certification), or development of e contents in four-quadrants/MOOCs. Course during the assessment period; and</p> <p>(iii) Published one research publication in the peer reviewed journals or UGC-listed journals during assessment period.</p>
2	<p>A teacher shall be promoted, if he/she gets a Satisfactory or Good grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period, as the case may be; and the promotion is recommended by the Screening-cum-evaluation committee.</p>
3	<p>Minimum scores during the assessment period : 60/100</p>

Score Card**I. Performance/contribution of corporate Work during the assessment period**

(Activities to be certified by competent authority)

Max. Marks: 50

(a)	Organizing various inter campus/inter University Tournaments	2 marks per event per year
(b)	Serving as a team Manager/ Coach of the college Sports/Cultural teams in the Inter Campus/Local Tournaments	1 mark per event per year
(c)	Accompanying the University Sports/Cultural team as a Manager/Coach	1 mark per event per year
(d)	Attending as-sports team selection committee member (State/ University/ District/Taluk Teams)	1 mark per event per year
(e)	Serving as Sports and Cultural Council Member of the University	1 mark per event per year
(f)	Serving as Technical Official/Experts outside the University	2 marks per event per year
(g)	Attending as Committee Member of Field Day/ Krishimela/ Convocation/ National Festival/ HSC /Disciplinary Committee or any Other activities assigned by the College/University.	1 mark per event per year
(h)	Other works attended by Physical Education Teacher (i) Developing Sports Infrastructure like outdoor Games/ Gymnasium and indoor games. (ii) Conducting sports activities in connection with the College day, Hostel day and during any other occasions.	1 mark per event per year

II. Published Work during the Assessment Period**Max. Marks: 10**

(a)	For each full length article published in refereed journal	2.0marks	
(b)	For each book published/ edited (i) Recognized publishers with ISBN (ii) Chapters in standard books with ISBN (iii) Published individually (iv) Research/Extension Bulletin	2.0 marks 1.0 mark 0.5 mark 0.5 mark	(Max.5 marks)
(c)	(i) For each research note/communication in a journal (ii) Abstract in symposium/ seminar/ workshop/ raining manual /proceedings of the workshop (iii) Popular article/leaflet	1.0 mark 0.5 mark 0.25 mark	(Max.5 marks)
(d)	Any other publications– (i) As Author/Compiler of POP/Editor (ii) As Assoc. Editor/ Asst. Editor/Publisher/Compiler of other publications	0.5 mark each 0.25mark each	(Max.5 marks)

Note : (a) All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.

(b) The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.

III	Summer Schools/Winter Schools/Refresher Course/Special Training/Symposia/Seminar/ Workshop/Conference/Coaching Camp	Max. Marks: 6
(a)	For Organizing each activity as in the title (i) Upto10days (ii) More than10 days	2 marks 3 marks
(b)	For participation in Summer School/Winter School/Refresher Course/Orientation Course of 21 days duration	1 mark each
(c)	For participation in Refresher/Research Methodology course/workshop/syllabus up-gradation workshop/Training Teaching Learning-Evaluation, Technology Programmes/ Faculty Development Programmes of at least five days duration, or taken on MOOCs course (with e-certification), or development of e-contents in Four-quadrants/MOOCs. Course during the assessment period;	0.5 mark each
(d)	For participation in Special Training/ Orientation Programmes/ Symposia/ Seminars/Conferences/Workshops etc.(except Annual workshop)	0.5 mark each
(e)	University Coaching camp for AIU /ICAR events/year/event	0.5 marks per

IV. International Exposure**Max. Marks: 1**

International official visits/training/courses (outside India only)	1 mark per activity
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V. Awards/Distinctions Received**Max.Marks:3**

(a)	International Award	2.5 marks for each
(b)	National Award	2.0 marks for each
(c)	State Award	1.5 mark for each
(d)	University Award	1.0 mark for each
(e)	Professional Society Award	0.75 mark for each

Note: Best paper award/Best poster presentation award / Best paper presentation award in any journal/ conference/ seminar/ symposium etc. will be treated as Professional Society Award.

VI. Corporate / Other Activities		Max. Marks: 13
(a)	Activities performed as External Examination Coordinator–Associate Coordinator/ Chief Warden/ Wardens/ Staff Advisor/Tour Leader and Co Tour leader (State/ All India) /NSS Programme Officer–NSS /Indian Red Cross Society Programme Officer/ Coordinator /NCC Officer /Farm Management /Academic, General, Financial Management (as AO/ DAO/ AAO/Dy. R/ AR/ DC/ AC/Dy. Librarian /Asst. Librarian etc.)/ Scrutinizing UG/PG grades P.G. Co-ordinator/ Seminar In-charge Leader/Member in monitoring team.	1.0 mark for each activity per year
(b)	Activities performed as Member- Co-chairman–Chairman of different committees of National–International–activities/RAWE–Assoc. Coordinator– participation in RAWE camp/ Internship/ Tournament Organized/ Spl. Officer of SC-ST Cell/ Minority Cell/Technical Assistant (Part-time)/ Students Counselor/ Leader for exposure visit of Farmers/ Liaison Officer for BOM/VIP’s tours assigned by the University/ Participation in Melas /Exhibitions as State, National, International levels representing University/Member/Co-Chairman in different committees of UAS activities/ Team Manager and Co-Team Manager to Sports/ Cultural Activities/Stock verifying Officer/Anti ragging squad member/ grade point conversion work/ worked as Rapporteur/Co-Chairman in the National/ International Conferences, Seminars, Workshops/Symposium etc., Member of Class and Exam time-table committee, Press meet work/participation in UG&PG admission/ member involve in organization, selection of farmers/Teachers for nomination to various awards. Any other activities duly assigned by the controlling office	0.5 mark for each activity per year

VII. Outstation Service **Max. Marks: 5**

(a)	A/B Class City	Nil
(b)	C Class City	1.0 mark per year of service
(c)	Other Places	2.0 mark per year of service

VIII. Annual Evaluation Reports during the assessment period **Max.Marks:12**

Grade	(4years)	(5years)	(6 years)
(a) ‘A’Grade	3.0marks	2.5marks	2.0 marks
(b) ‘B’Grade	2.5marks	2.0marks	1.5 marks
(c) ‘C’Grade	2.0marks	1.5marks	1.0 mark

**B11-Eligibility and Score-card for promotion of Assistant Professor of Physical Education
(Academic level 11 to Academic level 12)**

1	An Assistant Professor (Academic Level-11), Possessing Ph. D degree in the relevant/allied subject, who has completed five years of service as Assistant Professor(AcademicLevel-11) / AGP Rs.7000 and satisfies the following conditions;
	(i) Has done any two of the following in the last five years: Completed a course/programme from amongst the categories of Refresher courses/Research methodology course/workshops/syllabus up gradation workshop/Teaching-Learning Evaluation/Technology Programmes/ Faculty Development Programmes of at least ten days duration (or completed two courses of at least five days duration in lieu one 10 days programme), or completed one MOOCs course in the relevant subject (with e-certification), or contribution towards the development of e-contents in four quadrants / contribution towards development of 10 modules of MOOCs course / contribution towards conduct of a MOOCs course during the assessment period; and
	(ii) Published three research papers in the peer reviewed journals or UGC-listed journals during the assessment period.
2	A teacher shall be promoted, if he/she gets a Satisfactory or Good grade in the annual performance assessment reports of at least four of the last five years of the assessment period; and the promotion is recommended by the screening-cum-Evaluation Committee.
3	Minimum scores during the assessment period is 65/100.

Score Card

I. Performance/ contribution of corporate Work during the assessment period

Max Marks: 50 (activities to be certified by competent authority)

(a)	Organizing various inter campus/inter University Tournaments	2 marks per event per year
(b)	Serving as a team Manager/Coach of the college Sports/Cultural teams in the Inter Campus/Local Tournaments	1 mark per event per year
(c)	Accompanying the University Sports/Cultural team as a Manager/ Coach	1 mark per event per year
(d)	Attending as-sports team selection committee member (State/ University/District/Taluk Teams)	1 mark per event per year
(e)	Serving as Sports and Cultural Council Member of the University	1 mark per event per year
(f)	Serving as Technical Official/Experts outside the University	2 marks per event per year
(g)	Attending as Committee Member of Field Day/Krishimela/ Convocation/ National Festival/HSC/ Disciplinary Committee or any other activities assigned by the College/ University.	1 mark per event per year
(h)	Other works attended by Physical Education Teacher	1 mark per event per year
	(i) Developing Sports Infrastructure like outdoor Games/ Gymnasium and indoor games.	
	(ii) Conducting sports activities in connection with the College day, Hostel day and during any other occasions.	

II. Published Work during the Assessment Period		Max. Marks: 10	
(a)	For each full length article published in refereed journal	2.0marks	
(b)	For each book published/ edited		(Max 5 marks)
(i)	Recognized publishers with ISBN	2.0 marks	
(ii)	Chapters in standard books with ISBN	1.0 mark	
(iii)	Published individually	0.5 mark	
(iv)	Research/Extension Bulletin	0.5 mark	
(c)	(i) For each research note/communication in a journal	1.0 mark	(Max 5 marks)
	(ii) abstract in symposium/seminar/workshop/training manual/ proceedings of the workshop	0.5 mark	
	(iii) Popular article/leaflet	0.25 mark	
(d)	Any other publications–		(Max.5 marks)
(i)	As Author/ Compiler of POP/Editor	0.5 mark each	
(ii)	As Assoc. Editor/Asst .Editor/ Publisher/Compiler of other publications	0.25 mark each	

Note : (a) All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.

(b) The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.

III. Summer Schools/ Winter Schools/ Refresher Course/ Special Training/ Symposia/ Seminar/ Workshop/ Conference/Coaching camps **Max. Marks: 6**

(a)	For Organizing each activity as in the title	
(i)	Upto10 days	2 marks
(ii)	More than10 days	3 marks
(b)	For participation in Summer School/Winter School/Refresher Course/ Orientation Course of 10 days duration	1 mark each
(c)	For participation in a course/ programme from amongst the categories of Refresher course/ Research methodology course workshops/syllabus up gradation workshop/ Teaching- Learning Evaluation/ Technology Programmes/ Faculty Development Programme of at least ten days duration (or completed two course of at least five days duration in lieu of one MOOCs course in the relevant subject (with e-certification), or contribution towards the development of 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the assessment period; and	0.5 mark each
(d)	For participation in Special Training/ Orientation Programmes/ Symposia/ Seminars/ Conferences/ Workshops etc.(except Annual workshop)	0.5 mark each
(e)	University Coaching camp for AIU/ICAR events/ year/ event	0.5 marks per activity

IV. International Exposure	Max. Marks: 1
International official visits/training/courses (outside India only)	1 mark per activity

V. Awards/ Distinctions Received	Max. Marks: 3
(a) International Award	2.5 marks for each
(b) National Award	2.0 marks for each
(c) State Award	1.5 mark for each
(d) University Award	1.0 mark for each
(e) Professional Society Award	0.75 mark for each

Note : Best paper award/Best poster presentation award / Best paper presentation award in any journal/ conference/ seminar/ symposium etc. will be treated as Professional Society Award.

VI. Corporate / Other Activities	Max. Marks: 13
(a) Activities performed as External Examination Coordinator – Associate Coordinator/ Chief Warden / Wardens/ Staff Advisor/ Tour Leader and Co Tour leader (State/All India)/ NSS Programme Officer – NSS / Indian Red cross Society Programme Officer/ Coordinator/ NCC Officer/ Farm Management/ Academic, General, Financial Management (as AO/DAO/AAO Dy. R/AR/ DC/ AC/Dy. Librarian/ Asst. Librarian etc.)/ Scrutinizing UG/PG grades P.G. co-ordinator/ seminar in charge. Leader / member in monitoring team.	1.0 mark for each activity per year
(b) Activities performed as Member - Co-chairman – Chairman of different committees of National – International – activities/ RAWE – Assoc. Coordinator – participation in RAWE camp/ Internship/ Tournament Organized/ Spl. Officer of SC-ST Cell/ Minority Cell/ Technical Assistant (Part-time)/ Students Counselor/ Leader for exposure visit of Farmers/ Liaison Officer for BOM/ VIP's tours assigned by the University/ Participation in Melas/ Exhibitions as State, National, International levels representing University/ Member/ Co-Chairman in different committees of UAS activities/ Team Manager and Co-Team Manager to Sports/ Cultural Activities/ Stock verifying Officer/ Anti-ragging squad member/ grade point conversion work/ worked as Rapporteur/ Co-Chairman in the National/ International Conferences, Seminars, Workshops/ Symposium etc., Member of Class and Exam time-table committee, Press meet work/ participation in UG&PG admission/ member involve in organization, selection of farmers / Teachers for nomination to various awards. Any other activities duly assigned by the controlling officer	0.5 mark for each activity per year

VII. Out station Service	Max. Marks: 5
(a) A/B Class City	Nil
(b) C Class City	1.0 mark per year of service
(c) Other Places	2.0 mark per year of service

VIII. Annual Evaluation Reports during the assessment period**Max.Marks:12**

(a)	'A' Grade	2.5marks
(b)	'B' Grade	2.0marks
(c)	'C' Grade	1.5marks

B-12 Eligibility and Score-card for promotion from Assistant Professor of Physical Education to Associate Professor (Academic level 12 to Academic level 13A)

1	An Assistant Professor (Academic Level-12), Possessing Ph. D degree in the relevant/ allied subject, who has completed three years of service and satisfies the following conditions;
	(i) Has done any two of the following in the last three years of Academic level-12: Completed one course/ programme from amongst the categories of Refresher courses / Research methodology course / workshops / syllabus up gradation workshops /Teaching Learning Evaluation / Technology Programmes / Faculty Development Programme of at least ten days duration(or completed two courses of at least five days duration in lieu of one 10 days programme) or completed one MOOCs course in the relevant subject (with e certification), or contribution towards the development of e-contents in four quadrants / contribution towards the development of at least 10 modules of MOOCs course / contribution towards conduct of a MOOCs course during the assessment period; and
	(ii) Published a minimum of seven research publications in the peer- reviewed journals or UGC-listed journals of which three research Papers should have been published during the assessment period; and
2	A teacher shall be promoted, if he/she gets a Satisfactory or Good grade in the annual performance assessment reports of at least two of the last three years of the assessment period; and the promotion is recommended by the Selection Committee.
3	Minimum scores during the assessment period 70/100 (Inclusive of interview marks)

Score Card**I. Performance/ Contribution of Corporate work during Assessment period Max.Marks:45**
(activities to be certified by competent authority)

(a)	Organizing various Inter-campus , Inter-University Tournaments	2 marks per year
(b)	Serving as a team Manager/ Coach of the college Sports/ Cultural teams in the Inter Campus/ Local Tournaments	1 mark per year
(c)	Accompanying the University Sports/Cultural team as a Manager/Coach.	1 mark per year
(d)	Serving as Sports and Cultural Council Member of the University	1 mark per year
(e)	Serving as Technical Official/Experts outside the University.	2 marks per year
(f)	Attending as Committee Member of Field Day/ Krishi mela/ Convocation/ National Festival/ HSC/ Disciplinary Committee or any other activities assigned by the College/University.	0.5 marks per year
(g)	Other works attended by Physical Education Teacher	1 mark per event per year
	(i) Developing Sports Infrastructure like outdoor Games/ Gymnasium and indoor games.	
	(ii) Conducting sports activities in connection with the College day, Hostel day and during any other occasions.	

II. Published Work during the Assessment Period **Max. Marks: 12**

(a)	For each full length article published in refereed journal	2.0 marks	
(b)	For each book published/edited		
	(i) Recognized publishers with ISBN	2.0 marks	(Max.5 marks)
	(ii) Chapters in standard books with ISBN	1.0 mark	
	(iii) Published individually	0.5 mark	
	(iv) Research/Extension Bulletin	0.5 mark	
(c)	(i) Symposium /seminar/workshop/training manual/proceedings of the workshop	0.5 mark	(Max.5 marks)
	(ii) Popular article/leaflet	0.25 mark	
(d)	Any other publications–		(Max.5 marks)
	(i) As Author/Compiler of POP/Editor	0.5 mark each	
	(ii) As Assoc. Editor/Asst. Editor/Publisher/Compiler of other publications	0.25 mark each	

- Note :** a) *All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.*
- b) *The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item*

III. Summer Schools/ Winter Schools/ Refresher Course/ Special Training/Symposia/ Seminar/ Workshop/ Conference/Coaching camps**Max. Marks:04**

(a)	For Organizing each activity as above upto - 10 days - more than 10 days 50% for course Co-director / Co-ordinator	2.0 marks 3.0 marks
(b)	For participation in Summer School/Winter School/Refresher Course/ Orientation Course of 10 days duration	1 mark each
(c)	For participation in any two of the following in the last three years of Academic level-12; completed one course/ programme from amongst the categories of Refresher course/Research methodology course/ workshops/ syllabus up gradation workshop/Teaching-Learning Evaluation /Technology Programmes/ Faculty Development Programme of at least ten days duration (or completed two course of at least five days duration in lieu of one MOOCs course in the relevant subject(with e-certification), or contribution towards the development of 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the assessment period; and	1 mark each
(d)	For participation in Special Training/ Orientation Programmes/ Symposia / Seminars / Conferences, Workshops, group meetetc.	0.5 mark each
(e)	University Coaching camp for AIU/ICAR events/year/event	0.5marks per activity

IV. International Exposure**Max. Marks: 1**

International official visits/training/courses (outside India only)

1 mark per activit

V. Awards/ Distinctions Received**Max. Marks: 3**

(a)	International Award	2.5 marks for each
(b)	National Award	2.0 marks for each
(c)	State Award	1.5 mark for each
(d)	University Award	1.00 mark for each
(e)	Professional Society Award	0.75 mark for each

Note : Best paper award/Best poster presentation award / Best paper presentation award in any journal/ conference/ seminar/ symposium etc. will be treated as Professional Society Award.

VI. Corporate / Other Activities**Max. Marks: 13**

(a)	Activities performed as External Examination Coordinator–Associate Coordinator/ Chief Warden/ Wardens/ Staff Advisor/Tour Leader and Co Tour leader (State/ All India) /NSS Programme Officer–NSS /Indian Red Cross Society Programme Officer/ Coordinator /NCC Officer /Farm Management /Academic, General, Financial Management (as AO/ DAO/ AAO/Dy. R/ AR/ DC/ AC /Dy. Librarian /Asst. Librarian etc.)/ Scrutinizing UG/PG grades P.G. Co-ordinator/ Seminar In-charge Leader/Member in monitoring team.	1.0 mark for each activity per year
(b)	Activities performed as Member- Co-chairman–Chairman of different committees of National–International–activities/RAWE–Assoc. Coordinator–participation in RAWE camp/ Internship/ Tournament Organized/ Spl. Officer of SC-ST Cell/ Minority Cell/Technical Assistant (Part-time)/ Students Counselor/ Leader for exposure visit of Farmers/ Liaison Officer for BOM/ VIP's tours assigned by the University/ Participation in Melas /Exhibitions as State, National, International levels representing University/Member/Co-Chairman in different committees of UAS activities/Team Manager and Co-Team Manager to Sports/ Cultural Activities/Stock verifying Officer/ Anti ragging squad member/ grade point conversion work/worked as Rapporteur/Co-Chairman in the National/ International Conferences, Seminars, Workshops/Symposium etc., Member of Class and Exam timetable committee, Press meet work/participation in UG&PG admission/ member involve in organization, selection of farmers/Teachers for nomination to various awards. Any other activities duly assigned by the controlling officer	0.5 mark for each activity per year

VII. Out station Service**Max.Marks:5**

(a)	A/B Class City	Nil
(b)	C Class City	1.0 mark per year of service
(c)	Other Places	2.0 marks per year of service

VIII. Annual Evaluation Reports during the assessment period Max. Marks: 12

(a)	'A' Grade	4 marks
(b)	'B' Grade	3 marks
(c)	'C' Grade	2 marks

IX. Performance in Interview Max. Marks: 10

**B13-Eligibility and Score-card for promotion of Associate Professor to Professor
(Academic level 13A to Academic Level 14)**

1	An Associate Professor (Academic Level 13A), Possessing Ph. D degree in the relevant/ allied subject, who has completed three years of service as Associate Professor (Academic Level 13A/AGP-Rs.9000) and satisfies the following conditions.
2	Published a minimum of ten publications in the peer- reviewed journals or UGC –listed journals, out of which three research papers should have been published during the assessment period; and
3	A teacher shall be promoted, if he/she gets a Satisfactory or Good grade in the annuaperformance assessment reports of at least two of the last three years of the assessment period; and the promotion is recommended by the Selection Committee.
4	Minimum scores during the assessment period 70/100 (Inclusive of interview marks)

Score Card

**I Performance/Contribution during Assessment period + previous two years of corporate work/
Coaching camps**

(activities to be certified by competent authority)

Max. Marks: 45

(a)	Organizing various Inter-campus/Inter-University Tournaments	2 marks per year
(b)	Serving as a team Manager/Coach of the college Sports/Cultural teams in the Inter Campus/Local Tournaments	1 mark per year
(c)	Accompanying the University Sports/Cultural team as a Manager/Coach	1 mark per year
(d)	Serving as Sports and Cultural Council Member of the University	1 mark per year
(e)	Serving as Technical Official/Experts outside the University	2 marks per year
(f)	Attending as Committee Member of Field Day/Krishimela/ Convocation/ National Festival/ HSC/ Disciplinary Committee or any other activities as signed by the College/University/University Coaching camp for AIU/ICAR events/year/event	0.5 marks per year
(g)	Other works attended by Physical Education Teacher Developing Sports Infrastructure like outdoor Games/ Gymnasium and indoor games.	1mark/event per year
(i)	Conducting sports activities in connection with the College day, Hostel day and During any other occasions.	

II. Published Work during the Assessment Period**Max. Marks:12**

(a)	For each full length article published in refereed journal	2.0 marks	
(b)	For each book published/edited		(Max. 5 marks)
(i)	Recognized publishers with ISBN	2.0 marks	
(ii)	Chapters in standard books with ISBN	1.0 mark	
(iii)	Published individually	0.5 mark	
(iv)	Research/Extension Bulletin	0.5 mark	
(c)	(i) For each research note/communication in a journal/abstract in symposium/seminar/workshop/training manual/proceedings of the workshop	0.5 mark 0.25 mark	(Max. 5 marks)
	(ii) Popular article/leaflet		
(d)	Any other publications–		(Max. 5 marks)
	(i) As Author/Compiler of POP/Editor	0.5 mark each	
	(ii) As Assoc. Editor/ Asst. Editor/ Publisher/ Compiler of other publications	0.25 mark each	

Note : (a) All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.

(b) The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.

III. Summer Schools/ Winter Schools/ Refresher Course/ Special Training/ Symposia/ Seminar/ Workshop/ Conference**Max. Marks: 4**

(a)	For Organizing each activity as in the title upto10 days more than10days 50% for course co-director, co-ordinator	2.0 marks 3.0 marks
(b)	For participation in Summer School/Winter School/Refresher Course/ Orientation Course of 10 days duration	1 mark each
(c)	For participation in any two of the following in the last three years of Academic level-12; completed one course/programme from amongst the categories of Refresher course/ Research methodology course/ workshops/ syllabus up gradation workshop/Teaching-Learning Evaluation /Technology Programmes/ Faculty Development Programme of at least ten days duration (or completed two course of at least five days duration in lieu of one MOOCs course in the relevant subject (with e-certification), or contribution towards the development of 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the assessment period; and	1 mark each
(d)	For participation in Special Training/ Orientation Programmes/ Symposia / Seminars /Conferences, Workshops, group meet etc.	0.5 mark each
(e)	University Coaching camp for AIU/ICAR events/year/event	0.5 marks per activity

IV. International Exposure

Max. Marks: 1

International official visits/training/courses (outside India only) 1 mark per activity

V. Awards/Distinctions Received

Max. Marks: 3

(a)	International Award	2.5 marks for each
(b)	National Award	2.0 marks for each
(c)	State Award	1.5 mark for each
(d)	University Award	1.00 mark for each
(e)	Professional Society Award	0.75 mark for each

Note: Best paper award/Best poster presentation award / Best paper presentation award in any journal/ conference/ seminar/ symposium etc. will be treated as Professional Society Award.

VI. Corporate/ Other Activities	Max. Marks: 8
(a) Activities performed as External Examination Coordinator–Associate Coordinator/ Chief Warden/ Wardens/Staff Advisor/Tour Leader and Co Tour leader (State/All India)/ NSS Programme Officer–NSS/ Indian Red cross Society Programme Officer/ Coordinator/ NCC Officer/ FarmManagement/ Academic, General, Financial Management (as AO/ DAO/ AAO Dy. R/ AR/ DC/ AC/ Dy. Librarian/ Asst. Librarian etc.)/ Scrutinizing UG/PG grades/ PG coordinator/ seminar in charge. Leader/member in monitoring team.	1.0 mark for each activity per year
(b) Activities performed as Member-Co-chairman– Chairman of different committees of National – International–activities/ RAWE–Assoc. Coordinator–participation in RAWE camp/ Internship/ Tournament Organized/ Spl. Officer of SC-ST Cell/ Minority Cell/ Technical Assistant(Part-time)/ Students Counselor/Leader for exposure visit of Farmers/ Liaison Officer for BOM/VIP’s tours assigned by the University/ Participation in Melas/ Exhibitions as State, National, International levels representing University/Member/ Co-Chairman in different committees of UAS activities/Team Manager and Co-Team Manager to Sports/Cultural Activities/ Stock verifying Officer/ Anti ragging squad member/ grade point conversion work/worked as Rapporteur/Co-Chairman in the National/ International Conferences, Seminars, Workshops/Symposium etc., Member of Class and Exam time- table committee, Press meet work/participation in UG&PG admission/ member involve in organization, selection of Farmers/Teachers for nomination to various awards. Any other activities duly signed by the controlling officer	0.5 mark for each activity per year

VII. Out station Service Max.Marks:5

(a)	A/B Class City	Nil
(b)	C Class City	1.0mark per year of service
(c)	Other Places	2.0marks per year of service

VIII. Annual Evaluation Reports during the assessment period

Max.Marks:12

(a)	'A' Grade 4 marks	
(b)	'B' Grade 3 marks	
(c)	'C' Grade 2 marks	

IX. Performance in Interview

Max.Marks:10

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the \mathbb{R}^n is a linear space over \mathbb{R} with the usual addition and scalar multiplication. The inner product is defined by

$$(x, y) = \sum_{i=1}^n x_i y_i \quad (1)$$

where $x = (x_1, \dots, x_n)$ and $y = (y_1, \dots, y_n)$ are vectors in \mathbb{R}^n .

The norm of a vector x is defined by

$$\|x\| = \sqrt{(x, x)} = \sqrt{\sum_{i=1}^n x_i^2} \quad (2)$$

The distance between two vectors x and y is defined by

$$d(x, y) = \|x - y\| = \sqrt{\sum_{i=1}^n (x_i - y_i)^2} \quad (3)$$

The angle between two vectors x and y is defined by

$$\cos \theta = \frac{(x, y)}{\|x\| \|y\|} \quad (4)$$

The orthogonal projection of a vector x onto a vector y is defined by

$$p_y(x) = \frac{(x, y)}{(y, y)} y \quad (5)$$

The orthogonal distance from a vector x to a vector y is defined by

$$d(x, y) = \|x - p_y(x)\| = \sqrt{\sum_{i=1}^n (x_i - \frac{(x, y)}{(y, y)} y_i)^2} \quad (6)$$

The orthogonal distance from a vector x to a subspace S is defined by

$$d(x, S) = \inf_{y \in S} \|x - y\| \quad (7)$$

The orthogonal distance from a point x to a line L is defined by

$$d(x, L) = \inf_{y \in L} \|x - y\| \quad (8)$$

The orthogonal distance from a point x to a plane P is defined by

$$d(x, P) = \inf_{y \in P} \|x - y\| \quad (9)$$

The orthogonal distance from a point x to a hyperplane H is defined by

$$d(x, H) = \inf_{y \in H} \|x - y\| \quad (10)$$

The orthogonal distance from a point x to a sphere S is defined by

$$d(x, S) = \inf_{y \in S} \|x - y\| \quad (11)$$